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ABSTRACT

This volume is a selective bibliography on working women and is intended for persons who teach, conduct research, or are concerned students in the general area of working women. Included in the bibliography are serious studies, referred journals, government publications, topical reports, and court decisions. Special attention is given to publications dealing with minority women, with women employed outside the professions, and with legal developments that affect the working woman, such as decisions of the National Labor Relations Board (NLRB) and the Equal Employment Opportunity Commission. Each annotation is presented under one of the following categories: (1) general, (2) historical development, (3) education and training (job training, continuing education), (4) working women (statistical profile, earnings), (5) occupations (academia, management, public employment), (6) special groups of women (teenagers and youth, minority women), (7) public policy (EEOC and NLRB decisions), and (8) bibliographies. Four alphabetical indexes are also included: author, title, categories, and subject. (CT)

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ED 170 512

WOMEN AT WORK - VOLUME II

An Annotated Bibliography

1973-1975

BEST COPY AVAILABLE

by

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University of California, Los Angeles
Los Angeles, California 90024

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When the Institute asked me to work in this second volume of *Women at Work*, I was also fortunate to have Marlene Shaughnessy working with me on the project. She single-handedly researched, read, and annotated the entries in this volume and without her contributions, the project would not have been completed so timely. George Bohlander's assistance during the final phases of the project is also gratefully acknowledged.

Felicitas Hinman did more than edit the material. She provided invaluable administrative and moral support throughout the undertaking. She has my gratitude.

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While I am appreciative of the assistance the project has been fortunate to receive, I take responsibility for any errors and omissions that may be found in the bibliography.

Mei Liang Bickner　　　　March, 1977

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INTRODUCTION

When the first volume of Women at Work was published in 1974, I wrote in the Introduction that there was a need for a good, selective bibliography on working women. While there was an overwhelming amount of material on the subject, it was scattered over a number of disciplines and was uneven in quality, ranging from feminist propaganda to serious research. That observation still holds true today, and the need for a more current, selective, usable bibliography is perhaps more acute than ever before.

In the last few years, it has become evident that women are entering the labor force in increasing numbers and are staying longer. Even women who traditionally have not participated actively in the labor market--mothers with pre-school age children--have joined the ranks of working women. Economists and other scholars, therefore, have had to revise their projections upward of the labor force participation rate of women.

As women became more critical to study and understand them. It is not surprising then that although a great deal of material was available in 1973, even more has been published in the last three years. With few exceptions, we have limited ourselves in this volume to material published between 1973-1975.

Like Volume I of Women at Work, this volume, II, represents a selective bibliography on working women - as distinguished from women in general. It is intended primarily for persons who teach, conduct research, or are concerned students in the general area of working women, and it has relatively few entries that will be of interest to the casual reader.

Inclusion in the bibliography is limited to serious studies, referred journals, government publications, topical reports, and court decisions.

As in the first volume, we continued our special efforts to locate publications dealing with minority women, with women employed outside the professions, and with legal developments that affect the working woman--legislative development, significant court decisions, and decisions of the National Labor Relations Board and the Equal Employment Opportunity Commission.

Finally, it should be noted that this volume reflects the fact that research on all aspects affecting working women has come to be taken seriously by the academic community. Research on working women is no longer limited to a few pioneering women scientists and researchers. Such research has become the legitimate, interesting, and respectable area of study of a growing number of male and female academicians. And this is a welcome development.

HOW THE BIBLIOGRAPHY IS ORGANIZED

To organize the annotations in some meaningful way, each annotation is presented under one, and only one, of the following categories or subcategories:

1. General
2. Historical Development
3. Education and Training
   - 3.1 Counseling and Guidance
   - 3.2 Job Training
   - 3.3 Educational Attainment
   - 3.4 Continuing Education
4. Working Women
   - 4.1 Statistical Profile
   - 4.2 Characteristics of Working Women
   - 4.3 Earnings
   - 4.4 Unions and Working Women
   - 4.5 Attitudes toward Working Women
5. Occupations
   - 5.1 Women in the Professions
   - 5.2 Women in Academia
   - 5.3 Women in Management
   - 5.4 Women in Public Employment
   - 5.5 Women in Clerical, Sales and Service Occupations
   - 5.6 Women in Skilled, Semiskilled and Unskilled Trades
6. Special Groups of Women
   - 6.1 Teenagers and Youth
   - 6.2 Working Mothers
   - 6.3 Mature Women
   - 6.4 Minority Women

7. Public Policy
    7.1 Major Federal Laws
    7.2 EEOC Decisions
    7.3 Significant Court Decisions
    7.4 NLRB Decisions
    7.5 Law Review Articles
    7.6 Books, Pamphlets and Miscellaneous Publications
8. Bibliographies

Four indexes have been prepared to assist the user in finding entries of interest. The first index alphabetizes each entry by author. The second alphabetizes each entry by title. A third index parallels the categorization used in presenting the annotations, but it includes additional cross references. Thus an article may be listed in this index not only under the category where its annotation appears, but also under any additional categories for which it has substantial relevance. A fourth index lists each entry by subject. This arrangement should facilitate locating publications quickly by scanning the author, title subject, or the category index. Each entry also has its own identification number, the first two digits of which correspond to its major category number.

SOURCES OF INFORMATION ON WORKING WOMEN

The rise in the number of women in the labor force has been reflected by a great increase in the number of articles, monographs, books and research reports on the subject. The topic of working women is a multidisciplinary one, with material appearing in the fields of economics, law, industrial relations, education, sociology, psychology, and political science. Therefore, it is difficult to locate and bibliographically control information on working women.

The following indexes and abstracting services are those that the authors found most useful in the compilation of the second volume of Women and Work. The listing is not intended to be comprehensive, but is a guide to sources of current citations for those interested in the employment of women.

Business Periodicals Index

The H.W. Wilson Company
950 University Avenue
Bronx, New York 10452

A wide range of business-related fields are included in this subject index of English language periodicals. An author listing of citations to book reviews follows the main body of the index.

Contemporary Sociology: A Journal of Review

American Sociological Association
1722 N. Street N.W.
Washington, D.C. 20036

Most of this journal consists of book reviews organized under broad subject categories. Books relating to working women can be found under the categories of age and sex, education, occupations/labor, and organizations. The journal also regularly includes review symposia, feature essays, survey reviews, and a list of publications received. There is an annual index of reviews, but no detailed subject index.

Current Index to Journals in Education

Macmillan Information
866 Third Avenue
New York, New York 10022

This monthly journal covers some 700 publications considered to represent both the core periodical literature in the field of education and peripheral literature relating to the field. It is part of the national Educational Resources Information Center (ERIC) system and all articles listed are indexed and annotated by one of the 16 ERIC Clearinghouses or by Macmillan Information. Each issue includes a source journal, index, main entry section, subject index, author index and journal contents index, which are cumulated semiannually.

Education Index

H.W. Wilson Co.
950 University Avenue
Bronx, New York 10452

This author and subject index to educational material in the English language includes citations on the employment, education, occupations, social and economic status, and psychology of women. It is published 10 times a year with annual cumulations.

Fair Employment Practice Service

Bureau of National Affairs
1231 25th Street, N.W.
Washington, D.D. 20037

This biweekly service consists of: (1) a manual which explains the coverage and administration of all federal and state FEP laws and provides examples of policies and techniques being used by unions and employers to achieve equal employment; (2) full texts of federal, state and local court opinions dealing with equal employment and digests of the decisions of the Equal Employment Opportunity Commission; (3) a newsletter which reports current trends and significant events in the area of fair employment practices. The service is coordinated with BNA's Labor Relations Reporter, but is completely self-contained.

Hospital Literature Index

American Hospital Association
840 North Lake Shore Drive
Chicago, Illinois 60611

This author and subject index covers literature about the administration, planning and financing of hospitals and related health care institutions. Information about women can be found under the headings of personnel administration and civil rights. The index is published quarterly with one and five year cumulations.

Human Resources Abstracts

Sage Publications
275 South Beverly Drive
Beverly Hills, California 90212

Published with the cooperation of the Institute of Labor and Industrial Relations, University of Michigan - Wayne State University, this quarterly service covers some 100 journals in the areas of manpower development, poverty, and human resources development. Each issue includes about 250 entries in 11 broad subject areas, plus a listing of related citations. Cummulative author and subject indexes are prepared annually.

Index to Legal Periodicals

H.W. Wilson Company
950 University Avenue
Bronx, New York 10452

Legal periodicals published in the United States, Canada, Great Britain, Ireland, Australia and New Zealand are indexed, as well as yearbooks, annual institutes and annual reviews in a given field of law. Most of the material on working women is found under the subject, heading "Discrimination: Sex." The index is published monthly with quarterly and annual cumulations. The main body of the index consists of a subject and author index, with auxillary indexes of cases and book reviews.

Industrial and Labor Relations Review

New York State School of Industrial and Labor Relations
Cornell University
Ithaca, New York 14853

The book review and recent publications sections of this quarterly journal are excellent sources for material on working women.

Journal of Economic Literature

American Economic Association
Box 7320 Oakland Station
Pittsburgh, Pennsylvania 15213

Regular features of this quarterly journal include articles and communications, book reviews, an annotated classified listing of new books, contents of current periodicals, a classified index to current periodical articles, and abstracts of selected periodical articles. Material on working women can be found in the 800 classification: Manpower, Labor, Population and in 917: Economics of Discrimination. There is an annual author index.

Medical Socioeconomic Research Sources

American Medical Association
635 North Dearborn Street
Chicago, Illinois 60110

This subject and author guide to publications in the sociology and economics of medicine includes relevant information under the headings of women and women physicians. It is published quarterly with annual cumulations.

Monthly Catalog of United States Government Publications

U.S. Government Printing Office
Washington, D.C. 20402

Government publications are listed under the issuing agency. Each listing includes a note about the physical makeup of the publication or about the information contained in it, Library of Congress subject headings, and added entries. There are author, title, subject and series/report indexes, cumulated seminannually and annually.

Monthly Labor Review

U.S. Department of Labor
Bureau of Labor Statistics
Washington, D.C. 20212

The book review and new publications sections regularly include material on fair employment and working women.

Personnel Management Abstracts

Office of Publications
Graduate School of Business Administration
University of Michigan
Ann Arbor, Michigan 48104

This quarterly publication indexes articles in some 69 academic and trade journals that deal with management and organizational behavior. It is arranged by subject matter, author and title. The subject index includes a brief annotation of the article and the citation of the journal in which it appeared. The author and title indexes are cross-referenced to the subject index. A number of books and selected articles are abstracted at greater length in a separate section. Material on women can be found under various subjects including equal opportunity, manpower, management development, compensation, and employee benefit plans.

Psychological Abstracts

American Psychological Association
1200 Seventeenth Street, N.W.
Washington, D.C. 20036

Issued monthly, this service abstracts journal articles, books, and technical and scientific reports in psychology and related disciplines. Abstracts are listed under 16 major classifications, with some categories having subsections. An author and a brief subject index appear in each issue, with an expanded subject index published every six months. The biannual subject index includes brief descriptions of the entries. Material on working women can be found under the categories of social process and social issues, educational psychology and applied psychology.

Public Affairs Information Service

Public Affairs Information Service, Inc.
11 West Fortieth Street
New York, New York 10018

This subject index lists and briefly annotates books, pamphlets, government publications, reports and periodical articles relating to economic and social conditions, public administration and international relations published in English throughout the world. It is published weekly and cumulated five times a year.

Resources in Education

National Institute of Education
U.S. Department of Health Education and Welfare
Washington, D.C. 20208

Prepared monthly by the Educational Resources Information Center, (ERIC), this journal abstracts and indexes documents and reports in the field of education. Each issue includes subject, author and institution indexes, which are cumulated semiannually. The texts of the abstracted material are available through the nationwide ERIC information network. Periodical and journal articles are not included in this publication, but are reported by ERIC in Current Index to Journals in Education (cited above).

Signs: Journal of Women in Culture and Society

University of Chicago Press
5801 Ellis Avenue
Chicago, Illinois 60637

This quarterly journal regularly includes book reviews, bibliographic essays on the status of women in various disciplines, and reports on current feminist research.

Social Sciences Index

H.W. Wilson Co.
950 University Avenue
Bronx, New York 10452

This author and subject index to periodicals in the social sciences includes entries on the employment, legal status, social status and psychology of women. It also includes an author listing of citations to book reviews. The index is published quarterly with annual cumulations.

Sociological Abstracts

Sociological Abstracts, Inc.
P.O. Box 22206
San Diego, California 92122

Periodical articles are abstracted under 29 broad categories, with numerous subcategories. Among the categories most relevant to working women are complex organizations, social differentiation and feminist studies. International in coverage, it is issued five times a year with author, subject and periodical indexes. Abstracts of papers presented at sociological association meetings are published in supplements.

Women Studies Abstracts

Rush Publishing Company
P.O. Box 1
Rush, New York 14543

Published quarterly this service contains: (1) abstracts and lists of journal articles in thirteen categories including education and socialization, sex roles, employment, and society and government; (2) abstracts and lists of special articles and publications; (3) original book reviews and lists of book reviews in other sources; (4) bibliographic essays. Each issue has a subject index. The annual cumulative index includes a name index, subject index, a list of the periodicals indexed and abstracted, and a list of periodicals for women studies programs.

Women Today

Today Publications and News Service
National Press Building
Washington, D.C. 20045

This biweekly newsletter reports considerable information on women including legislative and judicial developments at all levels of government, significant conferences and speeches and announcements of publications. It has no index.

Women's Rights Law Reporter

Women's Rights Law Reporter
Rutgers University Law School
180 University Avenue
Newark, New Jersey 07102

This journal regularly includes articles,case notes and a legal bibliography on sex discrimination.

Work Related Abstracts

Information Coordinators, Inc.
1435-37 Randolph Street
Detroit, Michigan 48226

Published monthly, this service includes some 250 management, labor, government, professional and university publications, as well as doctoral dissertations. It is divided into 20 broad subjects and is indexed monthly with quarterly and annual cumulations. It has been published under various titles since 1950.

1.0 General

10001

Ashenfelter, Orley and Albert Rees, eds.
Discrimination in labor markets.
Princeton, N.J., Princeton University Press, 1973. 181 pp.

This book contains the papers, presented at a 1971 conference on race and sex discrimination. It includes papers on the theory of discrimination, educational and racial discrimination, discrimination and trade unions, sex discrimination in wages (annotated separately in this volume) and policy considerations in employment discrimination.

Discrimination
Labor
4.4, 7.0

10002

Bell, Carolyn Shaw
Economics, sex and gender.
Social Science Quarterly, 55 (December, 1974), 615-631

This article discusses how economic analysis, and economic policy dealing with individuals as producers and consumers, which have been developed by and for men, are inappropriate for women. Such policies, and the traditional sex roles in society, allow less economic freedom for women than for men. The article concludes with a discussion of the determinants of labor force participation and the extent to which occupational segregation reflects discrimination.

Economics
Family Responsibilities
Sex Roles
4.0

10003

Bergmann, Barbara
Towards more useful modes of research on discrimination in employment and pay.
Sloan Management Review, 15 (Spring, 1974), 43-45

The author believes that what is needed in economic research on discrimination is less theory and basic science and more applications to particular situations at the level of the establishment, firm, or department. She believes that, in this way economists can help individual business firms change their discriminatory practices.

Discrimination

10004

Bernard, Jessie
Women, wives, mothers: values and options.
Chicago, Aldine Publishing Company, 1975. 286 pp.

This collection of the author's papers and lectures analyzes the content and relevance of social science research on sex differences, socialization, roles, culture and the women's movement. The stages of motherhood and their impact on the lives of men and women are discussed, along with the significance of work vs. career, and the social and individual consequences of sex-role specialization. The book concludes with a call for policy-relevant research on motherhood and women.

Family Responsibilities
Role Perception
Sex-Role Stereotypes
Socialization
Values

10005

Bixby, Lenore
Women and social security in the United States.
Social Security Bulletin, 35 (September, 1972), 3-11

This article reviews the purposes, evolution and general scope of the social security system, with emphasis on those provisions that seem to differ in their impact on men and women. The benefit status of women as workers and as dependents is examined, as are benefit levels and the extent to which a woman's dependents may draw benefits on her record. Controversial provisions are noted, and proposed modifications discussed.

Benefit Plans
Federal Laws
Retirement Plans
4.0, 7.1

10006

Citizens' Advisory Council on the Status of Women
Women in 1973.
Washington, D.C., U.S. Government Printing Office, 1974. 85 pp.

This annual report of the Council relates the status of issues of special concern to women - the Equal Rights Amendment, employment, childbearing leave, education, women in government and in the military, credit discrimination, divorce laws and rape laws. The appendices include voting statistics of men and women from 1964-1972, an interpretation of the ERA based on its legislative history, and a discussion of divorce law revisions.

Children
Educational Opportunities
Employment
Equal Rights Amendment
Status
Women in Government
7.0

10007

Dowdall, Jean A.
Women's attitudes toward employment and family roles.
Sociological Analysis, 35 (Winter, 1974), 251-262

Using a sample of 673 white, native born, married Rhode Island women, nationality, religious affiliation and social class are examined in their relation to the women's attitudes towards female and employment and family responsibilities. Among Protestant women there was little evidence of nationality-linked differences in attitudes toward the behavior expected of married women. Among Catholics nationality-linked differences in attitudes did emerge. But national origin itself was not always salient. Its importance depended upon class position. Nationality group differences in attitudes were more significant among less educated, non-white collar women than among middle class women with a white collar background.

Employment
Ethnic Differences
Family Responsibilities
Role Perception
4.0

10008

Flora, Cornelia Butler
Working class women's political participation: its potential in developed countries.
Paper delivered at the American Political Science Association Annual Meeting, 1974

Theories of political participation and studies from industrial sociology, particularly those which look at the process of work group formation, are examined. The author also looks at data from the 1972 National Election Study to determine differential rates of political efficacy, and compares female industrial workers to other occupations and to males. She concludes that the work situation itself appears to have the largest impact on female industrial workers' sense of political efficacy.

Politics
4.0

10009

Freeman, Jo
The politics of women's liberation: a case study of an emerging social movement and its relation to the policy process.
New York, David McKay Company, Inc., 1975. 268 pp.

This book is concerned with the history of the women's movement, particularly since 1960 and the relationship between the movement and public policy. The Equal Rights Amendment is examined in detail to illustrate how policy developments and movement activities influence one another.

Equal Rights Amendment
History of Feminism
Labor Force Participation
Politics
Women's Liberation
2.0, 7.0

10010

Gage, M. Geraldine
Economic roles of wives and family economic development.
Journal of Marriage and the Family, 37 (February, 1975), 121-128

This paper presents a model of family economic development for the purpose of analyzing the economic, or productive, role behavior of wives. Using data from several sources the economic output of married women, as unpaid workers in the home and as paid members of the labor force, is calculated and the pattern of output relative to the stage of family economic development is analyzed.

Children
Family Status
Labor Force Participation
Working Wives
4.0, 6.2

10011

Gager, Nancy, ed.
Women's rights almanac, 1974
Bethesda, Maryland, Elizabeth Cady Stanton Publishing Co., 1974. 620 pp.

Described by the editor as the first comprehensive almanac on women's social, political and legal status, this reference guide includes information on women in government and politics, women's organizations, unemployment, child care, and education, and a state-by-state directory of facts about women. A chronological account of issues, events and people is also included, along with a bibliography of bibliographies, a glossary of feminist terms, and a list of women's periodicals. It is well indexed and is a useful compilation of information.

Employment
History of Feminism
Politics
State Laws
Women's Organizations
2.0, 3.0, 4.0, 8.0

10012

Ginsburg, Ruth B., ed.
The status of women.
The American Journal of Comparative Law, 20 (Fall, 1972), 585-723

This symposium surveys the status of women in Great Britain, Sweden, Norway, France, the Soviet Union, Israel and Senegal, in order to indicate the breadth of the movement toward equal rights and responsibilities for men and women and provide a comparison with what is happening in the U.S.

International Studies
Status
7.5

10013

Gronau, Reuben
The intrafamily allocation of time: the value of housewives' time.
American Economic Review, 63 (September, 1973), 634-651

This article considers the comparative advantage for women of work in the home and market and estimates the value of housewives' time relative to that of wage-earning women. Among working wives who are least productive in the home, the housewives' average price of time exceeds the average wage of working women by less than 20 percent: among working women who are most fit for market work, and receive the highest wage offers, the housewives' average price of time falls short of the average wage rate by 20-30 percent. White women assign a higher rate value to their time than nonwhites. Statistical.

Family Responsibilities
Labor Force Participation
Working Wives
4.0

10014

Hall, Douglas T.
Pressures from work, self and home in the life stages of married women.
Journal of Vocational Behavior, 6 (February, 1975), 121-132 pp.

This article predicted and found that a married woman's life stage is related to her role pressures (work, home, self and time), conflict and satisfaction. Age and number of roles were not as strongly related to these variables as was life stage. Work activities and pressures declined through the peak child-rearing stage and then increased for women with older children, while pressures from home generally rose throughout the life cycle.

Family Status
Role Conflict
Working Wives
4.0

10015

Hoskins, Palmer and Lenore Bixby
Women and social security: law and policy in five countries.
U.S. Social Security Administration. Office of Research and Statistics, Research Report No. 42
Washington, D.C., U.S. Government Printing Office, 1973.
95 pp.

This study examines the position of women and social security in Belgium, France, the Federal Republic of Germany, Great Britain and the United States. The paper on the U.S. examines the program's purpose, evolution and general scope, emphasizing those provisions that differ in their impact on men and women. These include the benefit status of women as workers and as dependents, the frequency and size of benefits, and the extent to which a woman's dependents can draw benefits from her record. Controversial issues, such as benefits for working wives, married couples' benefits and contributions and non-coverage of homemaking activities are also discussed and some modifications are proposed. Much of the study has been reprinted in the International Social Security Review, 26 (Nos. 1-2, 1973), 75-133.

Benefit Plans
International Studies
Retirement Plans
4.0

10016

Janeway, Elizabeth
Between myth and morning: women awakening.
New York, William Morrow & Co., Inc., 1974. 279 pp.

The women's movement, and its impact on the changing role of women are discussed, including the problems of career, family, child-rearing, and aging. Reviews of books about women that have previously been written by the author are also included.

Changing Role of Women
Children
Sex-Role Sterotypes
Social Attitudes
Women's Liberation
6.2, 6.3

10017

Janeway, Elizabeth
Man's world and woman's place: a study in social mythology
New York, William Morrow and Co., Inc., 1971. 319 pp.

The author examines the social and psychological forces which have influenced the position of women and produced the drive for women's rights. Her study ranges over the fields of history, anthropology, economics, psychology and sociology and includes chapters on women's roles as homemaker, wife, and worker. It is generally recognized as a classic work on the women's movement.

Changing Role of Women
Role Conflict
Sex Roles
Social Attitudes

10018

Lemmon, Melody K.
The unchanging role of women.
Paper presented at the Annual Meeting of the Midwest Sociological Society, 1974

This Paper examines the position of women in today's society through an analysis of their role within the power structure. Top hierarchical positions in the U.S. corporate, political and military structures were analyzed for the years 1958, 1965, 1972. Results indicate that the position of women within the power elite did not change during the period studied.

Changing Role of Women
Politics
Status

10019

Malbin, Nona G. and Helen Youngelson Waehrer, eds.
Woman in a man-made world: a socioeconomic handbook
Chicago, Rand McNally and Co., 1972. 316 pp.

This collection of readings focuses on women's position in the economy and on the sociology of women. The subjects include: a historical background on the condition of women; determinants of differences between the sexes, including psychobiological, economic and social factors; problems of contemporary women, including the marriage and family relationship, the economic contribution of women, and the job market; future alternatives to achieve sexual equality arising from changes in interpersonal relations and changes in the basic social structure. An interesting and useful collection.

Changing Role of Women
Discrimination
Employment
Family Responsibilities
Socialization
Working Wives
2.0, 6.2

10020

Millman, Marcia and Rosabeth Moss Kanter, eds.
Another voice: feminist perspectives on social life and social science.
Garden City, New York, Anchor Books, 1975. 380 pp.

This collection of papers is intended to assess traditional sociological theories and methodologies to see what changes are needed to make social theory and research reflect both male and female interests. The papers cover a broad scope including women and the structure of organizations, women and medical sociology, women and sociology of education, women in working-class jobs, black women and self-esteem, and feminist perspectives in sociological research. The papers are scholarly and well-documented.

Black Women
Educational Barriers
Role Conflict
Sex-Role Stereotypes
Social Sciences
Social Attitudes
Status
Women in Medicine
5.5, 8.0

10021

Ross, Heather and Isabel V. Sawhill
Time of transition: the growth of families headed by women.
Washington, D.C., The Urban Institute, 1976. 224 pp.

The authors examine the rapid growth of female-headed families with children over the last decade and analyze the implications for individuals, the family, society and public policy. Special attention is given to the relationship between the increasing economic independence of women and rising divorce rates, differences in family structure by race, the impact of welfare on the growth of female-headed families and the consequences for children of being raised in female-headed families. Hypotheses for future research, new data and a statement of policy implications for families headed by a female are important contributions.

Black Women
Changing Role of Women
Children
Family Characteristics
Head of Household
Marital Status
Poverty
6.0, 6.2, 6.4

10022

Safilios - Rothschild, Constantina, ed.
Toward a sociology of women.
Lexington, Mass. Xerox College Publishing Co., 1972. 406 pp.

This compilation includes discussions of the status of women, their access to the different marital, familial, educational & occupational options, and projections about the future roles of women. The articles are well-documented and there are comments and observations by the editor at the end of each section.

Changing Role of Women
Educational Opportunities
Sex Roles
Socialization
Women's Liberation
5.0

10023

Safilios - Rothschild, Constantina
Women and social policy.
Englewood Cliffs, N.J., Prentice-Hall, Inc., 1974. 197 pp.

The purpose of the book is to delineate the strategies, social action, policies and laws necessary to eradicate sexism from human relationships and from society as a whole. It includes chapters on how to broaden women's training and educational options, improve the economic and employment status of women, and liberate men, women and parents from their familial role. It is a well-written analysis of the effects of sexism on society and the prospects for changing the roles and status of women. Bibliography.

Changing Role of Women
Sex-Role Sterotypes
Social Attitudes
Women's Liberation

10024

Stein, Althea and Margaret Bailey
The socialization of achievement orientation in females.
Psychological Bulletin, 80 (November, 1973), 345-366.

The literature on achievement motivation and achievement-related behavior in females is reviewed in an attempt to identify theoretical relationships and child-rearing antecedents of these variables. The impact of sex role definitions on achievement striving is examined with particular attention to the hypothesis that female's primary goal is affiliation.

Achievement Motivation
Sex-Role Sterotypes
Socialization

10025

Task Force on Women and Social Security
Women and social security: adapting to a new era.
Washington, D.C., U.S. Government Printing Office, 1975.
87 pp.

This working paper, prepared for use by the Senate Special Committee on Aging, examines the changing role of women in the labor force, women's stake in the social security system, and the legislative proposals and recommendations of the task force.

Benefit Plans
Changing Role of Women
Retirement Plans

10026

Women's role in contemporary society: the report of the New York City Commission on Human Rights, September 21-25, 1970.
New York, Avon Books, 1972, 800 pp.

This transcript of an open hearing on women's rights includes speeches, panel discussions and public testimony on such issues as education, social services, women and the law, and sex discrimination in employment. There are some good papers, but the book as a whole is very uneven in quality. The lack of a subject index makes it difficult to use.

Changing Role of Women
Discrimination
Social Attitudes
Women in Law
4.0, 7.0

2.0 Historical Development

20001

O'Neill, William L., ed.
Women at work: two classic studies which indicate how far women have come: The Long Day by Dorothy Richardson and Inside the New York Telephone Company, by Elinor Langer.
Chicago, Quadrangle Books, 1972. 360 pp.

This reprint juxtaposes the working conditions of two women. One was written in 1905 and recounts the misfortunes of a single working girl in New York, dependent on her own resources for survival. The second, written in 1970, details the dehumanizing routine and necessity for conformance encountered in a big company. The editor's intention is that the two pieces be compared and women's progress--or lack of it--be noted. Both studies are first-person accounts and are emotional in style.

History of Women's Employment
Job Satisfaction
4.0

20002

Smuts, Robert W.
Women and work in America
New York, Schocken Books, 1971. 176 pp.

Covering the period from 1890 to 1950, this book examines the changes that occurred in the type of work women did; the social and economic factors that affected the composition of the female labor force over the period; the working conditions of women; and the attitudes of society, and of women, towards their work. A readable, well-documented history, originally published in 1959 by Columbia University Press.

Changing Role of Women
Child Care
History of Women's Employment
Labor Force Participation
Occupations
Reasons Women Work
Social Attitudes
Working Wives
4.0, 5.0, 5.5, 6.2

3.0 Education and Training

30001

Carnegie Commission on Higher Education
The opportunities for women in higher education; their current participation, prospects for the future, and recommendations for action.
New York, McGraw-Hill, 1973. 282 pp.

This report is concerned with the equality of opportunity for participation of women in higher education. It includes chapters on women entering higher education; women as undergraduates; women in graduate and professional schools; women as faculty members and academic administrators; affirmative action; and needed campus facilities. Each chapter concludes with specific recommendations. There is an extensive bibliography, and appendices of statistical tables.

Affirmative Action
Career Choices
Doctoral Degrees
Educational Opportunities
Higher Education
5.2

30002

Feldman, Saul D.
Escape from the doll's house; women in graduate and professional school education.
A report prepared for the Carnegie Commission on Higher Education.
New York, McGraw-Hill, 1974. 208 pp.

This study focuses on the training and experiences of women in graduate and professional schools--how they are regarded by faculty, fellow students, and themselves, and their career expectations. Among its findings are: women in graduate school are less likely to attain their degrees than men; women are more likely to be enrolled in fields that are lower in power, privilege, and prestige; women faculty are less likely to aspire and attain the more prestigious academic positions regardless of their abilities and qualifications; and in combining school and marriage, women are constrained by their sex roles while married men are not. The author believes that much of the inequality in higher education is the result of differential socialization based on stereotypes of the sex roles of men and women. Bibliography.

Career Aspirations
Career Barriers
Career Choices
Career-Marriage Conflict
Graduate Education
Marital Status
Occupations
Sex Role Stereotypes
Socialization
3.3, 5.2

30003
Kruger, Daniel H. and J. Douglas Smyth
Financing career training for widowed mothers: a proposal.
Industrial Relations, 10 (May, 1971), 145-159.

The financial feasibility of a widows' education benefits program is examined, in which widowed mothers would have a choice of career training and education or monthly benefits. This would permit widows to improve their economic status and prepare them for productive employment when they are no longer eligible for benefits, which is when the youngest child is 18.

Benefit Plans
Manpower Development
6.2

30004
Parrish, John B.
Women in professional training.
Monthly Labor Review, 97 (May, 1974), 41-43.

This article reports the increase of women in professional training from 1960 to 1972 in eight traditionally male-dominated fields: architecture, dentistry, engineering, law, medicine, optometry, pharmacy, and veterinary medicine. The increase of women earning degrees in these fields may alleviate the sex stereotyping of many professions.

Doctoral Degrees
Graduate Education
Women in Law
Women in Medicine
Women in Science
5.1

30005

Parrish, John B.
Women in professional training - an update.
Monthly Labor Review, 98 (November 1975), 49-51.

This article reports on the rising enrollment of women in professional training from 1972-1974, considers the future outlook, and examines some of the characteristics of men and women applicants to professional schools. The author finds that the changing attitudes of women is a primary factor in their increased application and enrollment in professional training, and that women have not been favored in the ratio of admissions to applicants. Test scores of men and women medical and law applicants are compared.

Doctoral Degrees
Graduate Education
Women in Law
Women in Medicine
Women in Science
5.1

30006

Steele, Marilyn
Women in vocational education: Project Baseline Supplemental Report
Flagstaff, Arizona, Northern Arizona University, 1974.
146 pp.

The purpose of this report is to review the status of women in vocational education to determine if there is a cause-effect relationship between school practices and limited job options for women. Among the findings are that, although women comprise 55.5 percent of the total vocational education enrollments, they are concentrated in non-wage-earning home economics and in health and office occupations. These programs are in violation of the law and limit the educational and career opportunities of women in vocational education. It is a well-documented, useful study.

Career Opportunities
Discrimination
Educational Opportunities
Federal Laws
Occupational Segregation
Social Attitudes
Training
3.2, 4.2, 7.1

30007

Tidball, M. Elizabeth
The search for talented women
Change, 6 (May, 1974) 51-52 +

Data about the personal and educational histories of women with successful careers were examined in a search for patterns and possible clues to their success. The author finds that talented women most often are graduates of smaller women's colleges, and compared to the population as a whole, an unusually large proportion of these women are unmarried.

Achievement Motivation
Educational Opportunities
Higher Education
Marital Status
4.2

30008

U.S. Department of Health, Education and Welfare.
Barriers to women's participation in postsecondary education: a review of research and commentary as of 1973-1974.
Washington, D.C., U.S. Government Printing Office, 1975.
74 pp.

This report examines three variables that account for the underrepresentation of women in postsecondary education: (1) institutional barriers; (2) social constraints in the life situations of many women; (3) psychological and social factors in society that result, for some women, in negative attitudes and expectations about postsecondary education. The report concludes that institutional barriers are currently most accessible to modification. Bibliography.

Educational Barriers
Higher Education
Psychological Factors
Sex Role Stereotypes
Social Attitudes
3.3, 5.2

3.2 Job Training

32001

Briggs, Norma
Women in apprenticeship - why not?
Washington, D.C., U.S. Government Printing Office, 1974.
34 pp.

This monograph is a summary of the findings of the Women in Wisconsin Apprenticeship Program funded by the Manpower Administration from 1970-1973. The full report, by Mapp, is cited elsewhere in this section. An article on the project by Ms. Briggs also appeared in Manpower Magazine, (Vol. 6, December, 1974, 2-11).

Employer Attitudes
Hiring Practices
Sex-Role Stereotypes
4.2, 4.5, 5.0, 5.6

32002

Mapp, Patricia
Women in apprenticeship - why not?
Springfield, Virginia, National Technical Information Service, 1973. 268 pp.

Funded by the Manpower Administration, a three-year project was begun in Wisconsin in 1970 to find out why women were not in the skilled trades and how obstacles to their entry could be minimized. Surveys of women apprentices and their employers showed a low drop-out rate and a high degree of employer satisfaction. Among the recommendations are: (1) occupations that are apprenticeable should be reexamined; (2) apprenticeships should become more flexible; (3) some form of reimbursement should be offered to participating employers; (4) there should be continued emphasis on apprenticeship as a means of skill training for the disadvantaged; (5) guidance counselors, and the education system in general, should reexamine practices that contribute to sex stereotyping. Forty pages of appendices include survey forms, questionnaires and brochures. A summary of the full report, with the same title, was prepared by Norma Briggs and published by the GPO in 1974.

Employer Attitudes
Hiring Practices
Sex-Role Stereotypes
4.2, 4.5, 5.0, 5.6

32003

Walker, Yvonne K. and others
Evaluation of the availability and effectiveness of MDTA institutional training and employment services for women: final report.
Falls Church, Virginia, Battle Associates, Inc., 1974.
79 pp.

The major findings of this study are: (1) female trainees are generally being trained in the same occupation as that of their last job; (2) there is little enrollment of trainees in courses traditionally reserved for the opposite sex; (3) manpower training for women is directed primarily toward upgrading previously acquired skills and affords few opportunities for training in alternative occupations; (4) there is evidence of stereotyping in the training placement of female enrollees, by both personnel and trainees themselves.

Employment Opportunities
Employment Patterns
Manpower Development
5.6

32004

Walker, Yvonne K. and others
Evaluation of the availability and effectiveness of MDTA institutional training and employment services for women: reanalysis of the MDTA outcomes study.
Falls Church, Virginia, Battle Associates, Inc. 1974. 123 pp.

This reanalysis of data for the MDTA outcome study indicates that in some ways the MDTA training has been at least as successful for women as for men. Specifically, females were more likely than males to use their acquired training in post-training employment; females experienced highest incremental earnings across all training periods and occupational categories; more female trainees than males believed that training helped them get a job. However, it was also found that a larger percentage of females than males reported no post-training earnings and that females showed a lower correlation than males between months in training and salary increases.

Employment Opportunities
Manpower Development
4.3

3.3 Educational Attainment

33001

Burstyn, Joan
Striving for equality: higher education for women in the U.S. since 1900.
University College Quarterly, 18 (January, 1973), 22-31

This article reviews the number and level of college degrees attained by women for the period 1900-1970.

Graduate Education
Higher Education
History of Women's Education

3.4 Continuing Education

34001

U.S. Department of Labor.Women's Bureau
Continuing education for women: current developments
Washington, D.C., U.S. Department of Labor, 1974, 13 pp.

New programs in continuing education include career development for employed women, counseling for undergraduate women and assistance in establishing women's studies centers and caucuses. Programs are being developed for special women such as those who have a low income, are single, have been in correctional institutions, or are union leaders. Sources for information on the programs and means of funding them are described briefly.

3.1

4.0 Working Women

40001

Acker, Joan and Donald R. Van Houten
Differential recruitment and control: the sex-structuring of organizations.
Administrative Science Quarterly, 19 (June, 1974), 152-163

Re-examing earlier, classic studies of complex organizations, sex differences in organizational participation are related to: differential recruitment of women into jobs requiring dependence and passivity; selective recruitment of particularly compliant women into these jobs; and the use of control mechanisms in organizations which reinforce control mechanisms to which women are subjected in other areas of society.

Hiring Practices
Occupational Segregation
Sex Roles
Sexual Stratification
4.2, 4.5

40002

Agassi, Judith B.
The quality of women's working life. In The Quality of Working Life, ed. by Louis E. Davis and Albert B. Cherns, 280-298
New York, The Free Press, 1975. 1st vol. of 2 vols.

This article examines the history of the female work role, the norms of female roles and their effect on women's commitment to nondomestic work, and occupational segregation. Job enrichment and the development of career ladders are suggested as ways to enhance the quality of women's working life. Comparisons are made between American women and women in other Western countries.

International Studies
Job Satisfaction
Occupational Segregation
Sex Roles
4.5, 5.0

40003

Bem, Sandra L. and Daryl J. Bem
Does sex-biased job advertising "aid and abet" sex discrimination?
Journal of Applied Social Psychology, 3 (January, 1973), 6-18 pp.

Two studies are reported which indicate that both sex-biased wording in job advertisements and the placement of help-wanted ads in sex-segregated newspaper columns discourage men and women from applying for "opposite-sex" jobs for which they might well be qualified. The studies were originally conducted and presented as part of legal testimony in two sex discrimination cases.

Help Wanted Advertising
Sex Labeling of Jobs
4.5

40004

Bem, Sandra L. and Daryl J. Bem
Training the woman to know her place: the social antecedents of women in the world of work.
Harrisburg, Pennsylvania, Pennsylvania State Department of Education, 1973, 29 pp.

This report discusses the type of women found in the world of work, their reasons for employment and their most frequent occupational choices. The effects of sex-role conditioning, socialization practices, and psychological barriers on women's aspirations and expectations are also discussed, along with the implications of a career on a woman's role as wife and mother.

Career Expectations
Psychological Barriers
Role Perception
Sex-Role Stereotypes
Socialization
4.5

40005

Bergmann, Barbara and Irma Adelman
The 1973 report of the President's Council of Economic Advisors: the economic role of women
American Economic Review, 63 (September, 1973), 509-514

The authors review the chapter of the President's Economic Report on the economic role of women and believe that while its coverage is comprehensive, the report fails to discuss the possibilities for changing the economic and social role of women. They also believe it ignores transformations in social relations and attitudes and in economic practices, which are occurring and must accelerate if significant change is to occur.

40006

Bird, Caroline
Everything a woman needs to know to get paid what she's worth.
New York, David McKay Co., Inc., 1973. 304 pp.

Designed in a question-and-answer format, this book is intended to help working women become aware of and deal with discriminatory practices in the male-oriented job world. It includes chapters on career opportunities, job-hunting, promotions, affirmative action, public policy, and unions. It also contains a resource section on a wide range of subjects. While it does not pretend to be a scholarly study, working women may find it helpful.

Career Advancement
Career Opportunities
Labor Unions
Sex-Role Stereotypes

40007

Boskin, Michael J.
The effects of government expenditures and taxes on female labor.
American Economic Review, 64 (May, 1974), 251-256

This article discusses the major economic decisions of individuals and the effects of government expenditures and taxes upon these decisions roughly in life-cycle order. The author finds that the net effect of income and payroll taxes is to drive female labor out of the market into the home and to reduce the market-oriented human capital accumulation of women relative to men. These effects may be slightly offset by government expenditures on goods and services, but they are reinforced by existing transfer programs such as the welfare system and social security benefits. Therefore, the net effect of the public budget is to introduce a substantial misallocation of resources, which is largest for female labor.

Employment Trends
Federally Assisted Programs
Labor Force Participation
Tax Laws
4.3, 7.0

40008

Chayes, Antonia Handler
Make your equal opportunity program court-proof.
Harvard Business Review, 52 (September-October, 1974), 81-89

The essential elements of a voluntary affirmative action program are set out and possible problems that may arise under such a program are discussed. The author believes three approaches by top management are necessary for an effective program: a serious and strong commitment to the program; establishment of responsibility; establishment of an effective communications system to monitor goals and gauge the impact of the program.

Affirmative Action
Employer Attitudes
Personnel Management

40009

Employment of women: regional trade union seminar.
Paris, Organisation for Economic Co-operation and Development, 1970. 385 pp.

This seminar includes papers on the extent of women's employment by country, by age, and by qualification. The role of women in modern society and other topics such as wages, working hours and time schedules, social services available to working women, and the role of trade unionism in the employment of women are also discussed. There is a considerable amount of comparative data for the participating countries. The U.S. was not represented at the seminar.

International Studies
Social Attitudes
Status
4.4

40010

Farmer, H.S. and M.J. Bohn
Home-career conflict reduction and the level of career interest in women.
Journal of Counseling Psychology, 17 (May, 1970), 228-232

The effect of home-career conflict on the level of women's vocational interests was investigated for working women, both married and single. It was found that the level of vocational interest in women, irrespective of their marital status, would be raised if home-career conflict were reduced.

Career-Marriage Conflict

40011

Fogarty, Michael P., and others
Sex, career and family: including an international review of women's roles.
London, Allen and Unwin Ltd., 1971. 581 pp.

The material in the book is mainly concerned with British women in high level jobs, but many of the issues discussed are relevant to all working women. These include career aspirations, family patterns, the dual-career family, job performance and the adaptation of women's employment practices to their life cycle. Among the authors' findings are: (1) access to senior and top jobs can be made available to both single and married women with children and family responsibilities; (2) several patterns of work and family life are necessary for different individuals and families, according to case, time, and place. This is an important work, and one that is frequently cited in the literature on working women.

Career Aspirations
Children
Dual-Career Families
Family Responsibilities
International Studies
Job Performance
Sex Roles
Working Wives
5.3, 6.2

40012

Galenson, Marjorie
Women and work: an international comparison.
Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1973. 120 pp.

The goals of this book are to show that the economic status of women is not highest in the U.S., and in no country is it as high as that of men. Data is presented on male and female labor force participation, educational attainment, occupational distribution and wage rates. One chapter analyzes and compares female labor markets in the U.S. and in selected European countries, and data from each country is presented in separate chapters. Particular attention is given to Great Britain, Scandinavia, and the Soviet Union. The major emphasis is on the professions, and there is little comparison or explanation of differences between the countries.

International Studies
Labor Force Participation
Status
3.0, 3.3, 4.3, 5.1

40013

Garfinkel, Irv and Stanley Masters
The effect of income and wage rates on the labor supply of prime age women.
Discussion paper 203-274
Madison, University of Wisconsin, Institute for research on poverty, 1974. 62 pp.

This paper estimates the effect of income substitution, and wage rates on the labor supply of prime age married women, single women and female family heads. With few exceptions, the authors found positive substitution effects and negative income effects in all of their regressions for all the female groups. They also found that the female groups have a much more elastic labor supply than prime age married males, and that the greater the social pressure to work, the more narrow the role for choice on economic grounds, and the smaller the income and substitution effects

Black Women
Children
Head of Household
Labor Supply
Marital Status
4.1, 4.3, 6.4

40014

Gramm, Wendy Lee
The labor supply of married female teachers: a discriminant analysis approach.
Review of Economics and Statistics, 60 (August, 1973), 341-348

This paper studies the desired labor force status decision of married women teachers who have three labor status alternatives - no work, part-time work, and full-time work. The results indicate that the important variables distinguishing among labor force groups are the wages of the husband and wife and the age of the first child or the number of children under six years of age. Another result is that women who work part-time can be distinguished from full-time workers on the basis of the variables used. Therefore, part-time workers should not be included with full-time workers in labor force participation studies.

Children
Labor Force Participation
Marital Status
Part-Time Employment
Working Wives
4.2, 6.2

40015

Greenwald, Carol S.
Part-time work and flexible hours employment. Paper presented at the Workshop on Research Needed to Improve the Employment and Employability of Women, Washington, D.C., June, 1974. 12 pp.

Despite the growing interest among women for part-time employment, there is a dearth of good part-time jobs. The author discusses the need to show that a variety of jobs can be handled successfully on a part-time or flexible hours basis, and that there are real measurable benefits to employers which offset any administrative inconvenience.

Part-Time Employment

40016

Gruenfeld, Elaine F.
Promotion: practices, policies and affirmative action. Ithaca, N.Y. Cornell University, New York State School of Industrial and Labor Relations, 1975. 59 pp.

The purpose of this paper is to look at promotion policies and practices in the context of federal guidelines and recent court decisions. It discusses the relation of promotion from within to hiring from outside; analyzes the factors of seniority and ability in making promotions, and examines techniques available for making promotion practices more objective. It concludes with an assessment of the progress made and the problems encountered. While not specifically dealing with women, it is an interesting study on how to integrate affirmative action and the merit system. A bibliography and a list of cases are included.

Affirmative Action
Personnel Management
Seniority Lists

40017

Hamner, W. Clay and others
Race and sex as determinants of ratings by potential employers in a simulated work-sampling task.
Journal of Applied Psychology, 59 (December, 1974), 705-711

This investigation examined the way the sex and race of the rater and the sex and race of the ratee influence assessments of ratee performance on a simulated work-sampling task. Results indicate that sex-race stereotypes do influence assessments of behavior even when objective measures are defined.

Employer Attitudes
Hiring Practices
Job Performance
4.5

40018

International Labour Organization
Equality of opportunity and treatment for women workers.
Report VIII, International Labour Conference, 60th Session
Geneva, 1975.
Geneva, International Labour Organization, 1975. 123 pp.

This report examines the difficulties women workers encounter in achieving equal opportunity and treatment. The report discusses the background of women workers, their general characteristics, factors affecting the evolution of women's employment, the need for vocational guidance and training, the right to maternity protection and family planning, employment and family responsibilities, and women in the third world. Suggestions are made as to what should be done nationally and by the ILO to improve the status of women workers and a proposed draft declaration on equality for women workers is included. Additional data and documents are contained in the appendices.

Benefit Plans
Equal Pay
Family Responsibilities
International Studies
Protective Legislation
3.2, 4.2, 6.2

40019

Jongeward, Dorothy and Dru Scott
Affirmative action for women: a practical guide.
Reading, Mass., Addison-Wesley Publishing Co., 1973. 334 pp.

Legislation affecting working women, women in government, black working women, job-training, and women in management are among the topics discussed in this book. It is very uneven in quality, and there is no index to facilitate its use.

Black Women
Career Counseling
Changing Role of Women
Federal Laws
Psychological Barriers
Training
Women in Government
3.0

40020

Jusenius, Carol L. and Steven H. Sandell
Barriers to entry and re-entry into the labor force.
Paper presented at the Workshop on Research Needed to Improve the Employment and Employability of Women, Washington, D.C., June, 1974. 55 pp.

A review of the literature indicates that on the topic of women's participation in the labor force, more attention has been directed toward analyses of supply rather than analyses of either the demand or the interaction between the two. The authors discuss the kinds of data that would contribute to an understanding of the barriers to labor force participation of women, but suggest that empirical findings are frequently ambiguous in the absence of models of women's behavior. They call for more complete modeling of the activities of women over their life cycle, of which labor market participation is only a part.

Labor Force Participation
4.2

40021

Kahne, Hilda
Economic perspectives on the roles of women in the American economy.
Journal of Economic Literature, 13 (December, 1975), 1249-1292.

This article is a nontechnical review of recent literature on women's economic roles. It includes: (1) a review of research on the economic roles of women, including labor force participation and household activities; (2) a discussion of the changing roles of women and their relation to income tax legislation, social security legislation and women in poverty; (3) a review of statistical studies on the labor force participation and occupations of women; (4) an evaluation of the relevance of existing research and the areas in which further research is needed. An important reference service, it includes both published and unpublished research.

Changing Role of women
Children
Economics
Fertility
History of Women's Employment
Labor Force Participation
Labor Market Experience
Marital Status
Occupations
Poverty
Tax Laws
1.0, 4.1, 6.2, 8.0

40022

Katzell, Mildred and William C. Byham, eds.
Women in the work force. Proceedings of a conference sponsored by the Division of Personnel Psychology of the New York State Psychological Association, November, 1970, New York.
New York, Behavioral Publications, Inc., 1972. 76 pp.

This book presents the edited proceedings of a national conference on the need for change in the ways organizations utilize women. It includes papers on: the current status of women's employment in the United States; the role of the women's liberation movement in improving the situation of working women; the employment implications of the psychological characteristics of men and women; and what labor, management and government are doing about working women.

Discrimination Conferences
Federal Laws
History of Women's Employment
Labor Unions
Psychological Factors
Underutilization of Women
Women's Liberation
5.1, 5.3

40023

Kievit, Mary Bach
Review and synthesis of research on women in the world of work.
Columbus, Ohio, The Center for Vocational and Technical Education, Ohio State University, 1972. 96 pp.

This report incorporates studies from 1968-1971 on working women, and notes trends that suggest a changing role for women. It includes a chapter on working women from the international perspective but the emphasis is on vocational education and employment opportunities for women in the U.S. It's a useful reference source for the period covered.

Career Development
Changing Role of Women
International Studies
Labor Force Participation
Training
3.0, 3.2, 8.0

40024

Lapidus, Gail Warshofsky
USSR women at work: changing patterns.
Industrial Relations, 14 (May, 1975), 178-195

The purpose of this paper is to explore the effects of the Soviet Union's commitment to full economic participation by women by examining the patterns of female employment in the Soviet Union and comparing them with those found in the United States and in other Western industrial societies. Soviet experience suggests that economic participation does not, in and of itself guarantee equality of status and authority for women. The structure of authority remains hierarchical and stratified, and the proportion of women at successively higher levels of that hierarchy declines, even in occupations in which they predominate.

International Studies
Labor Force Participation
Status
4.2

40025

Laws, Judith Long
Psychological dimensions of women's work force participation.
Sloan Management Review, 15 (September, 1974), 49-51

The author contends that an analysis of the psychological aspects of a woman's occupational participation should look beyond her psychology as a woman and examine other dimensions relevant to her as a worker, such as social and work environment and external and internal incentives that affect her work motivation and job performance.

Career Choices
Labor Force Participation
Motivation
Psychological Factors

40026

Leibowitz, Arleen
Education and home production.
American Economic Review, 64 (May, 1974), 243-250

Both household production data and labor force data show that educated women devote less time to household production over the life cycle, but more time on child care. The author predicts that this trend will continue as women's education and income increase and they spend a greater proportion of their lifetime in the labor force.

Child Care
Family Responsibilities
Life Styles
Working Wives
3.3, 4.2, 6.2

40027
Lloyd, Cynthia B., ed.
Sex, discrimination and the division of labor.
New York, Columbia University Press, 1975. 431 pp.

This collection of essays is organized in five broad topics: (1) female labor participation, unemployment, and wage differentials; (2) discrimination and occupational segregation; (3) economic aspects of women's nonmarket activities; (4) the effect of some government policies on women's economic position; (5) the economics of women's liberation including income and employment effects and the impact on marriage, divorce and family life-style.

Children
Discrimination
Labor Force Participation
Mobility
Occupational Segregation
Unemployment
1.0, 4.3, 5.0, 7.0

40028
Lyle, Jerolyn R. and Jane L. Ross
Women in industry: employment patterns of women in corporate America.
Lexington, Massachusetts, D.C. Health and Co., 1973.
164 pp.

The relationship among 30 characteristics of 246 large firms was studied to learn more about occupational discrimination. Among the findings: (1) in the industrial section the largest firms employ women more widely throughout their occupational structures; (2) diversified, nonindustrial firms in the suburbs exhibit less occupational discrimination than specialized, central city firms. Women's place in the management of these firms and the role of the federal government in equal employment opportunity are also discussed. There are numberous charts and tables and an extensive annotated bibliography.

Discrimination
Employer Attitudes
Employment Patterns
Federal Laws
Hiring Practices
Occupational Segregation
Sex Labeling of Jobs
Social Attitudes
4.2, 4.5, 5.0, 5.3, 7.0, 8.0

40029

Madden, Janice Fanning
The economics of sex discrimination.
Lexington, Massachusetts, D.C. Health and Co., 1973. 140 pp.

How well do competitive and noncompetitive models explain the three types of sex discrimination - wages, occupational and cumulative? The author favors the noncompetitive model as more descriptive of the process of sex discrimination and as a better predictor of the effects of sex discrimination. The noncompetitive model was found to: (1) account for the occupational characteristics of the female labor market; (2) predict greater wage discrimination between than within occupations; (3) predict greater intra-occupational sex wage differentials in segregated jobs than in sexually mixed jobs.

Discrimination
Labor Force Participation
Labor Supply
Occupational Segregation
4.3

40030

Michel, Andree, ed.
Family issues of employed women in Europe and America.
Leiden, The Netherlands, E. J. Brill, 1971. 166 pp.

This volume includes articles on the relationship between employment and family and on the status of women in Russia, France, Poland and Czechoslovakia. About one-third of the book is on American women, and includes articles on the professionally employed married women, the impact of employment upon fertility, and how employed men and women spend their leisure time. No cross-national comparisons are made.

Family Responsibilities
International Studies
Sex-Role Stereotypes
Status
Working Wives
6.2

40031

Mincer, Jacob
Labor force participation of married women.
In Aspects of labor economics, National Bureau of Economic Research Special Conference Series No. 14, 63-97
Princeton, N.J., Princeton University Press, 1962.

This article develops a theory on the relationship between income and the labor force participation of white married women, and tests the theory against both cross-sectional and historical data from 1890 to 1960. The theory, which is an application of consumption theory to the problem of labor supply, provides that the amount of work supplied by a married woman depends on her wage rate, the permanent and transitory income of the family, the family's asset-debt position, her earning power in household production, the prices of market substitutes for household goods, and family tastes.

History of Women's Employment
Labor Force Participation
Working Wives
4.2, 4.3

40032

Morgenstern, Felice
Women workers and the courts.
International Labour Review, 112 (July, 1975), 15-27

International in coverage, this article analyzes court decisions which the author believes have had a specific bearing on the status of women. The decisions are discussed under two categories: (1) equality of opportunity and treatment, which includes access to employment, assignment, advancement and security of tenure; equal pay; retirement age; and social security; (2) protection of the functions of women in the family, including maternity coverage and facilities for exercise of family responsibilities. The author concludes that the emerging judicial awareness of women workers' rights is encouraging, but that it remains to be seen whether the impetus achieved can be maintained in the future.

Employment Opportunities
Family Responsibilities
International Studies
Status
7.0, 7.3

40033

Oehmke, Thomas H.
Sex discrimination in employment.
Detroit, Michigan, Trends Publishing Co., 1974. 134 pp.

The purpose of this book is to inform personnel and labor relations specialists of laws and court and administrative decisions dealing with sex discrimination. It includes chapters on state protective legislation, pre-employment issues, maternity, marital and parental status, and remedies for unlawful employment practices. The book deals primarily with the application of Title VII and the Equal Pay Act.

Bona Fide Occupational Qualifications
EEOC Decisions
Equal Pay Act
Maternity Leave
Seniority Lists
State Protective Laws
Title VII
7.0, 7.1, 7.2, 7.3, 7.6

40034

Pogrebin, Letty Cottin
Getting yours: how to make the system work for the working women.
New York, David McKay Company, Inc., 1975. 349 pp.

Intended as a woman's guide to the working world, this book discusses how to reconcile marriage and family responsibilities with a job, how to get a job, and laws regulating sex discrimination in employment. A valuable part of the book is the postscript which describes the situation of women in several occupations and includes referrals to employment services, career counseling and courses, books, newsletters, legal assistance, and professional and women's organizations. The text is informal in style and is not well-documented, but it is indexed and includes useful material.

Career-Marriage Conflict
Federal Laws
Women's Organization
Working Wives
3.1, 4.5

40035

Prywes, Ruth W.
A study on the development of a nonstandard work day or work week for women.
Bryn Mawr, Penn., Bryn Mawr College, Graduate School of Social Work and Social Research, 1974. 395 pp.

This survey contains findings on part-time work arrangements currently being offered by employers in the Greater Philadelphia SMSA to minimally-skilled women workers. Employer willingness to extend nonstandard work arrangements and their opinions concerning business considerations involved in part-time hiring are reported. Attitudes of some union officials and of employers concerning the social desirability of the employment of women who are heads-of-households are discussed. A review of the literature on part-time employment is included.

Employer Attitudes
Part-Time Employment
4.5, 5.4, 5.6, 6.2

40036

Ridley, Carl A.
Exploring the impact of work satisfaction and involvement on marital interaction when both partners are employed.
Journal of Marriage and the Family, 35 (May, 1973), 229-237

This study finds that female married teachers and their husbands follow different patterns concerning the job satisfaction-marital adjustment relationship, and that teachers and their husbands were more than moderately successful preventing their job involvement from interfering with their marital adjustment. The results suggest the importance of distinguishing between attitudes (job satisfaction) and behavior (job involvement) when assessing the impact of work on family life.

Dual-Career Families
Job Satisfaction
Working Wives

40037

The rights of working women: an international perspective.
Virginia Journal of International Law, 14 (Summer, 1974), 729-746

This note documents the constitutional and legislative provisions that have been taken in several countries to prohibit sex discrimination in employment, and shows that current practices in most countries have fallen far short of legal promises. The obstacles to implementing the rights of working women are the biological role of women, the segregation of jobs in the labor market and the lack of positive governmental enforcement.

International Studies
Occupational Segregation
Status
7.0, 7.5

40038

Rohrlich, Laura T. and Ethel L. Vatter
Women in the world of work: past, present and future.
Women's Studies, 1 (No. 3, 1973), 263-277

Social and technological changes that have increased the supply of and demand for female workers are examined, as well as projected manpower requirements and their implications for womanpower in the 1970's and 1980's. The authors discuss the the conditions that would secure for women a greater range of choices and greater freedom for their self-development and self-actualization. These include an ample job market, quality child care facilities, lightened household duties, and job-training.

Changing Role of Women
Labor Force Participation
Manpower Projections
Social Attitudes

40039

Schwartz, Felice N.
New work patterns - for better use of woman-power.
Management Review, 63 (May, 1974), 5-12

The advantages of part-time schedules for employers are discussed and several variations of part-time positions are explained--split-location, straight part-time, consultant, and the paired/shared positions. The author believes that by the use of effective part-time programs companies can best utilize the skills and knowledge of college-educated women with family responsibilities.

Employment Patterns
Part-Time Employment
6.2

40040

Singer, Jack N.
Sex differences - similarities in job preference factors.
Journal of Vocational Behavior, 5 (December, 1974), 357-365

The author examines sex differences in preferences for various job factors which college students consider important in their job selection decisions. The results show that while college students have strong differences in their preferences, these differences are not stereotypically male or female.

Employment
6.1

40041

Smith, Arthur B., Jr.
The impact of collective bargaining on equal employment opportunity remedies.
Industrial and Labor Relations Review, 28 (April, 1975), 376-394

This article describes how legal remedies developed to promote equal employment opportunity have resulted in: (1) an increased governmental presence in the formulation and administration of collective bargaining agreements, particularly with respect to seniority provisions; (2) a secondary role for labor arbitration in resolving employment discrimination claims; (3) a significant challenge to the principle of exclusivity of the bargaining representative. These developments may lead to an increase in industrial conflict and the inclusion of minority groups, female organizations, and government representatives in the bargaining process.

Discrimination
Labor Unions

Seniority Lists
Title VII
4.4, 7.0

40042

Stone, Katherine
Handbook for OCAW women
Denver, Colorado, Oil, Chemical and Atomic Workers International Union, 1973. 82 pp.

A useful compilation of information, this handbook discusses: (1) all of the existing laws that apply to women, their interpretation, by the courts and administrative agencies, and the procedures for filing complaints; (2) special problems of working women--maternity leaves, testing for hiring and promotion, discriminatory seniority systems, women's occupational health problems, and child care; and (3) actions that can be taken through the local union or state and federal lobbying.

Federal Laws
Hiring Practices
Maternity Leaves
Seniority Lists
State Laws
State Protective Laws
4.4

40043

Szymanski, Albert
Race, sex and the U.S. working class
Social Problems, 21 (June, 1974), 706-725

The classical and neo-marxist theories of the relationship between capitalism and racism and sexism are examined. Census data is presented from 1940-1970 to test the two theories. Discrimination is measured according to the occupational distribution, income level and educational level in each occupation. The classical Marxist prediction of increasing homogeneity in the working class is confirmed, but the neo-marxist prediction of continuing sexual discrimination is also confirmed by the data.

Discrimination
Occupational Segregation
4.2, 4.3, 5.0

40044

Task Force on Working Women
Exploitation from 9 to 5: report of the Twentieth Century Fund Task Force on Women and Employment.
Lexington, Massachusetts, D.C. Heath and Co., 1975. 200 pp.

This book consists of two parts: the report of the Task Force, including its recommendations; and the background paper prepared for the Task Force which includes material on women in the labor force, employer attitudes and practices, the role and responsibilities of unions, education and training, child care, government programs, and federal legislation. It is comprehensive in scope, each chapter is well-documented, and a bibliography is included.

Child Care
Discrimination
Employer Attitudes
Federal Laws
Higher Education
Labor Unions
Sex-Role Stereotypes
3.0, 6.2, 8.0

40045

Treiman, Donald J. and Kermit Terrell
Sex and the process of status attainment: a comparison of working women and men.
American Sociological Review, 40 (April, 1975), 174-200

The process of educational, occupational and income attainment of working women and men is compared, utilizing data from representative national samples of women age 30-44, their husbands and men of corresponding age. Comparisons are made separately for whites and nonwhites. The process and level of educational and occupational attainment is shown to be virtually identical for men and women, but women earn far less than men even when work experience and hours of work are taken into account. Married women are shown to earn less than single women, and the sources of this difference are analyzed. Includes a useful bibliography.

Black Women
Family Background
Marital Status
Occupations
Status
Working Wives
3.3, 4.3, 5.0, 6.4

40046

Tsuchigane, Robert and Norton Dodge
Economic discrimination against women in the United States.
Lexington, Massachusetts, D.C. Heath and Co., 1974. 152 pp.

Based primarily on Census and Bureau of Labor Statistics data, the book is a statistical examination of women's earnings and employment. It measures discrimination against women in terms of income, occupation, and participation, explains the factors affecting each type of discrimination, and separates each type into justified and unjustified components to provide a clearer idea of the nature of discrimination and the prospects for reducing or eliminating it.

Discrimination
Labor Force Participation
Occupational Segregation
Social Attitudes
4.1, 4.3, 5.0

40047

U.S. Department of Labor.Women's Bureau
To benefit women at work.
Washington, D.C., U.S. Department of Labor, 1969. 10 pp.

This paper discusses the U.S. Women's Bureau, including why it was established, its history, methods of work, services and accomplishments.

Women's Bureau
1.0

40048

U.S. Department of Labor.Women's Bureau
A working woman's guide to her job rights.
Washington, D.C., U.S. Department of Labor, 1974. 38 pp.

Sections included in this pamphlet are why women should know their job rights, getting the job, employment conditions, retirement, and sources of assistance. Among the problems discussed are equal pay, maternity leave, overtime, minimum wage, child care, unemployment insurance, social security, pensions and unions. It is updated to June, 1974.

Child Care
Employment
Equal Pay

40049
U.S. Equal Employment Opportunity Commission. Office of Research
Employment problems of women: a classic example of discrimination.
Research Report No. 37.
Washington, D.C., Equal Employment Opportunity Commission,
1972. 30 pp.

This monograph includes information on the labor force participation of women, their occupations and wages, the problem of inadequate daycare, and state protective laws. It includes several appendices of statistics, but much of the data is no longer current.

Child Care
Labor Force Participation
Labor Unions
Occupations
State Protective Laws
4.1, 4.2, 4.3

40050
Vogel, Elaine
Some suggestions for the advancement of working women.
International Labour Review, 112 (July, 1975), 29-43

Four areas must be changed in order to end sex-role conditioning and sex discrimination: (1) a change in society's system of values; (2) the introduction of dynamic vocational training and employment policies; (3) the adoption of legislation that will effectively promote equality at work; (4) the institution of comprehensive welfare programs to lighten the burdens of women, whether in the labor force or not.

Employment Patterns
Family Responsibilities
Occupational Segregation
Sex Roles
Social Attitudes
Status
Training
Value Change
1.0, 7.0

40051
Waldman, Elizabeth and Beverly J. McEaddy
Where women work - an analysis by industry and occupation.
Monthly Labor Review, 97 (May, 1974), 3-13

This article reviews changes among women in the service, trade, manufacturing, and government industries from 1940 to 1970, their occupations by industry and how these have shifted over the period, the increase in self-employed women, and male-female earning differentials. The service industry has continually been the principal employer of women, but their occupational pattern has become white collar.

Employment Patterns
Employment Trends
History of Women's Employment
Occupations
4.2, 4.3, 5.0

40052

Werther, William B.
Part-timers: overlooked and undervalued
Business Horizons, Vol. No. 18 (February, 1975), 13-20 pp.

Organizations that utilize part-time manpower will benefit through lower labor and turnover costs, greater scheduling flexibility, and improved performance. Part-timers also help achieve other goals such as affirmative action objectives, improved employment stability and more efficient manpower utilization. The disadvantages are increased training and record-keeping and the increase in the supervisor's span of control.

Part-Time Employment

4.1 Statistical Profile

41001

California Department of Human Resources Development
Women at work in California.
Sacramento, California. Department of Human Resources Development, Revised April 1974. 41pp.

General information on the number, occupational distribution, income and trends in female employment is presented in the first half of this monograph. There is also some summary information on California women, and working women in other countries. The rest of the work is a statistical appendix and consists of charts and tables on the number, employment status, industry, income, occupation, educational characteristics, and union membership of women workers in California. Some of the data are also presented by racial and ethnic group. This is an important statistical compilation.

California
Employment
Ethnic Differences
Labor Force Participation
Occupations
4.2

41002

California Department of Human Resources Development
Women workers in California; summary of employment, Parts A-B, 1949-1971.
San Francisco, 2 vols. in 1, 1970.

This study has no text, but consists entirely of charts on the estimated number of women wage and salary workers in nonagricultural establishments, by industry, in California, for the years 1949-1971.

California
Employment

41003

Linden, Fabian
Women: a demographic, social and economic presentation.
New York, New York, the Conference Board, Inc., 1973. 40pp.

A chart presentation on the changing status of women, this book includes information on the role of women in the family and in the economic community. A usable summary of statistics.

Changing Role of Women
Family Background
Labor Force Participation
Occupations
4.0, 4.2, 4.3

41004

Oliver, Pamela
Sex, race and class bias in Census reporting of occupations.
Review of Public Data Use, 2 (July 1974), 10-13.

Reporting of occupations within the broad occupational categories of the 1970 census varies by sex and race, is more detailed for upper-middle class occupations than for working and lower class occupations, and varies from one printed source to another. These variations hinder use of census data for research, particularly for studying race and sex discrimination. Possible remedies are suggested to produce more comparable and useful breakdowns of occupational categories.

Occupations

41005

U.S. Department of Labor.Bureau of Labor Statistics
U.S. working women: a chartbook. Bulletin 1880
Washington, D.C., U.S. Government Printing Office, 1975
58pp.

This chartbook presents data on the characteristics of American working women and their changing status over the past 25 years. Part I provides information on labor force participation, employment, unemployment and work experience. Part II shows their marital and family status. Part III analyzes income and earnings and Part IV presents data on educational attainment. Part V covers additional characteristics, such as multiple jobholding, overtime workers, tenure and work-life expectancy by sex. Most of the data is from the current Population Survey conducted monthly for the Bureau of Labor Statistics by the Bureau of the Census.

Family Status
Labor Force Participation
Marital Status
Unemployment
3.3, 4.2, 4.3

41006
U.S. Department of Labor.Women's Bureau
Women workers today.
Washington, D.C., U.S. Department of Labor, 1974. 8pp.

Based on data from the Census Bureau and the BLS, this leaflet provides summary information on working women. It includes personal and employment characteristics and the outlook for employment. Charts and Tables.

Employment Trends
4.2

41007
U.S. Equal Employment Opportunity Commission
Employment Profiles of minorities and women in the SMSA's of 20 large cities, 1971.
Research report No. 43.
Washington, D.C., U.S. Government Printing Office, 1974.
193pp.

This basic sourcebook on employment patterns includes data on occupational distribution, participation rates, and participation in ten major industries for the U.S. as a whole and for each SMSA. Included in the study are blacks, females, Spanish-surnamed Americans, Asian Americans, and American Indians. Each section includes a narrative summary and statistical tables and charts.

Asian-American Women
Black Women
Employment Patterns
Ethnic Differences
Labor Force Participation
Mexican-American Women
Occupational Segregation
5.0, 6.4

41008
U.S. Equal Employment Opportunity Commission
Equal employment opportunity report, 1973: job patterns for minorities and women in private industry. Vol. 1, United States.
Washington, D.C., Equal Employment Opportunity Commission, 1975. 204pp.

The statistical tables in this report provide information on minorities and women in the U.S. as a whole, in each state, in the major industries, and in the 50 largest SMSA's. Minorities and women participated at their highest rates in industries with low or medium average earnings and their lowest rates in high average earning industries. Within the various industries they were employed mainly in occupations with low pay scales, little opportunity for advancement, and high unemployment rates. This is a summary volume, and is supplemented by nine regional volumes.

Asian-American Women
Black Women
EEOC Hearings and Reports
Employment Patterns
5.0, 6.4

41009

Young, Anne McDougall
Work experience of the population in 1974. Special Labor Force Report 181.
Washington, D.C., U.S. Department of Labor, Bureau of Labor Statistics, 1975. 6 pp. with supplementary tables.

Based on data from the March 1975 Current Population Survey, conducted for the BLS by the Bureau of the Census, this report includes statistical material on the labor force by age, sex and race, including work experience, industry, occupation, marital status, and extent of unemployment.

Black Women
Labor Force Participation
Labor Market Experience
Marital Status
Occupations
Part-Time Employment
Unemployment
4.0, 4.2

4.2 Characteristics of Working Women

42001

Barnes, William F. and Ethel B. Jones
Differences in male and female quitting.
Journal of Human Resources, 9 (Fall, 1974), 439-451.

Quitting to exit the labor force is more frequent for female and quitting to move to another job is more frequent for males. Total female quitting is higher than male quitting, while the latter is more variable. Age is nonmonotonically related to quit levels for both sexes, with quits more frequent at younger and older ages. Higher earnings decrease the level of quits, and the relationship of quit level and variability to age and earnings are different for the two.

Employment Patterns
Labor Force Participation
Labor Turnover
Mobility
Reasons Women Work
4.0

42002

Barnes, William F. and Ethel B. Jones
Women's increasing unemployment: a cyclical interpretation.
The Quarterly Review of Economics and Business, 15 (Summer, 1975), 61-69.

Recent discussions of the labor market status of women have reported the female unemployment rate to be rising compared with the male rate. Consideration of unemployment as job search and recognition of the alternative of work in the home suggests a cyclical relationship between female and male unemployment. Presentation of the cyclical relationship is organized around four categories of unemployment: job learning, job loss, entry and reentry. When the ratio of female to male unemployment is examined as a function of the cycle and of changes in the definition of unemployment, female employment does not show a significant upward trend.

Employment Trends
Labor Force Participation
Labor Turnover
Unemployment
4.0

42003

Barrett, Nancy S. and Richard D. Morgenstern
Why do blacks and women have high unemployment rates?
Journal of Human Resources, 9 (Fall, 1974), 452-464.

Using the work history approach, the authors find that higher unemployment rates for black, women, and youth occur for different reasons. High job turnover accounts for the relatively high unemployment rates among blacks in general, young people of both races, and individuals in unskilled occupations. However, women, especially white women of childbearing age, experience unemployment because it takes them longer than men to find jobs. Statistical.

Black Women
Unemployment
4.0, 6.1

42004

Bowen, William G. and T.S. Finegan
The economics of labor force participation.
Princeton, N.J., Princeton University Press, 1969, 897 pp.

This book, which is mainly concerned with the economic determinants of labor force participation, contains three chapters on married women, 14-34 years old, and one chapter on single females 25-54 years old. Considerable data is provided on individual characteristics, labor market conditions, and trends in the participation for both married and single women. It is based on the 1960 census, and therefore is somewhat dated, but it is still an important source for information on working women.

Black Women
Children
Employment Patterns
Employment Trends
Labor Force Participation
Labor Supply
Marital Status
Working Wives
3.3, 4.1, 6.2

42005

Collver, O. Andrew
Women's work participation and fertility in metropolitan areas.
Demography, 5 (No. 1, 1968), 55-60.

Among metropolitan areas in the United States in 1960, women's work participation was negatively associated with various measures of fertility. Also, communities with high levels of female employment tended to have both low proportions of married women and low marital fertility. Generally, the correlations for nonwhites were lower than for whites, and they exhibited different patterns. The evidence is consistent with the hypothesis that a high rate of labor force participation by women tends to reduce the birth rate of a community, but the nature of the causal connection between work participation and fertility is not directly demonstrated.

Children
Ethnic Differences
Fertility
Labor Force Participation
6.2, 6.4

42006

Council of Economic Advisors
The economic role of women. In Economic Report of the President, 1973, 89-112.
Washington, D.C., U.S. Government Printing Office, 1973.

This article looks at several job-related aspects of the economic role of women, including labor force participation, unemployment, education and occupational distribution, earnings, and the special problems of child care and female-headed households.

Child Care
Head of Household
History of Women's Employment
Labor Force Participation
Occupations
Unemployment
4.0, 4.3

42007

Crowley, Joan E., Teresa E. Levitan and Robert P. Quinn
Facts and fictions about the American working woman.
Ann Arbor, University of Michigan, Institute for Social Research, Survey Research Center, 1973. 26pp.

Personal interviews were conducted with approximately 1500 American men and women workers for the purpose of testing the validity of seven stereotypes about working women. Among the findings are: (1) women do not work just for pin money, but, if married, they are less inclined to work in the absence of economic need than men; (2) women are no less satisfied with undemanding jobs or less concerned with a challenging job and the opportunity to advance than are men; (3) women differ from men in the desire for initiative on the job; (4) women are more concerned with having friendly co-workers and with convenience and comfort than men are.

Job Satisfaction
Sex-Role stereotypes
Socialization
Societal Attitudes
4.5

42008

Haug, Marie
Social class measurement and women's occupational roles.
Social Forces, 52 (September 1973), 86-98.

This article examines the difference between the occupation and education of spouses and shows that measuring social class on the husband's characteristics alone can lead to considerable distortion of the family's socioeconomic status. Similarly, omitting a wife's earnings from consideration presents a false picture of the family's ability to affect the life of its members. Ways in which to measure social class are suggested and discussed.

Family Status
Occupations
Working Wives
3.3, 4.0, 5.0

42009

Havens, Elizabeth M. and Jack P. Gibbs
The relation between female labor force participation and fertility.
Sociological Methods and Research, 3 (February, 1975), 258-290.

The authors advance the theory that whether there is an inverse relation between female labor force participation and fertility rates depends on the "career labor force participation" of females, i.e., the greater such participation, the more inverse is the relation between female labor force participation and fertility.

Fertility
Labor Force Participation
4.3, 6.2

42010

Hayghe, Howard
Job tenure of workers, January 1973.
Monthly Labor Review, 97 (December, 1974), 53-57.

Job tenure is discussed in terms of demographic characteristics of the workers, by industry, and by changes in length of employment in the past decade. Differences in tenure by sex are: (1) overall, men work an average of 4.6 years at the same job compared with 2.8 years for women; (2) before age 25, men and women had worked about the same length of time for a single employer, the majority for a year or less, (3) after age 25, differences in tenure between men and women increase through ages 50 to 54, after which they tend to decrease. Job tenure of women also varies by marital status, with single women having the shortest tenure and previously married women, the longest.

Employment Patterns
Labor Turnover
Mobility
6.1, 6.3

42011

Hayghe, Howard
Marital and family characteristics of the labor force, March 1975.
Monthly Labor Review, 98 (November, 1975), 52-56.

Married women, husbands present, led the increase in the number of persons in the labor force for the year ending in March 1975. The largest increase was among mothers whose youngest child was 3 to 5 years old. Unemployment rates, family characteristics and earnings are also examined.

Family Characteristics
Head of Household
Labor Force Participation
Marital Status
Unemployment
Working Wives
4.3, 6.2

42012

Hayghe, Howard
Marital and family characteristics of the labor force in March 1973.
Monthly Labor Review, 97 (April, 1974), 21-27.

Trends in the labor force participation of husbands and wives are examined as well as labor force activity of women heads of families and single persons. Data by race and family income are also presented. Among the findings are: (1) the labor force participation rate for men continued to decline, while the rate for married women with young children increases; (2) white women heads of families not only earned more than their black counterparts, but also had more and better sources of unearned income; (3) even though they earned less, black women family heads contributed more through their earnings to the family income than did whites. Includes important statistical tables. This has been reprinted as Special Labor Force Report 164.

Black Women
Family Characteristics
Head of Household
Labor Force Participation
Marital Status
Working Wives
4.3, 6.2, 6.4

42013

Hayghe, Howard
Marital and family characteristics of workers, March 1974.
Monthly Labor Review, 98 (January, 1975), 60-64.

The number of married women in the work force continued its long-term upward trend, reaching 20.4 million, or nearly three fifths of all working women, the greatest increase has been in the participation of mothers with children under 3, even though their number in the population decreased with steep declines in the birth rate. Other changes in the marital, age and sex composition of the labor force are discussed and presented in tables. The author suggests that these changes may require reevaluation of manpower policies in other related fields, such as child care. This has been reprinted as Special Labor Force Report 173.

Black Women
Children
Family Characteristics
Head of Household
Labor Force Participation
Marital Status
Working Wives
6.2, 6.4

42014

Hoffman, Lois W.
The employment of women, education and fertility.
Merrill-Palmer Quarterly, 20 (April, 1974), 99-119.

Because employed women have fewer children than nonemployed women in the United States, it has been suggested that encouraging employment will reduce fertility. However, if the reason employed women have fewer children is because of subfecundity or choice, then encouraging employment will not decrease fertility. Furthermore, with changes such as better child care centers and maternity leave without loss of seniority rights, women might have more children without giving up their jobs. Desired family size for women of different educational backgrounds is given, and statistics are included which indicate that the education of white females is decreasing relative to that of white males.

Career Barriers
Changing Role of Women
Children
Fertility
History of Women's Education
History of Women's Employment
3.3, 6.2

42015

Jacobson, Carolyn, J.
Women workers: profile of a growing force.
The American Federationist, 81 (July, 1974), 9-15.

This aritcle discusses the increasing number of women in the labor force, the occupational distribution of men and women, earnings, working matters, and federal legislation affecting working women. The statistical sources are not well documented.

Labor Force Participation
4.0

42016

Long, Larry
Women's labor force participation and the residential mobility of families.
Social Forces, 52 (March, 1974), 342-348.

Families in which the wife works are more likely to undertake short-distance moving and slightly less likely to undertake long-distance migration than families in which the wife does not work. The author concludes that the migration of husbands interferes substantially with career development of wives and explains why women earn less than men at the same age, occupation and educational level.

Career Barriers
Labor Force Participation
Mobility
Working Wives

42017

Mallan, Lucy B.
Women born in the early 1900's: employment, earnings and benefit levels.
Social Security Bulletin, 37 (March, 1974), 3-25.

This article reports on the work patterns, earning levels and benefit levels of women who became entitled to retirement benefits in 1970. The findings show that women in this age group had shorter and more frequently interrupted worklives than did men, that there is an earning difference between the sexes which is the product of both objective factors and of discrimination, and that benefit levels are much higher for retired male workers than for women. The data in this article are from the Continuous Work History Sample maintained by the Social Security Administration. There are numerous statistical tables.

Benefit Plans
Employment Patterns
History of Women's Employment
Retirement Plans
4.1, 4.3, 6.3

42018

Mathews, John J. and others
A sex comparison of reasons for attrition in a male-dominated occupation.
Personnel Psychology, 27 (Winter, 1974), 535-542.

Attrition rates of male and female air traffic controllers are examined. Among the findings are: (1) men report a greater variety of primary reasons for changing jobs and leave one position expressly for another position more frequently than women do; (2) most of the sex difference in attrition rates is due to the women's role in family-related areas. Thus, under prevailing biosociocultural conditions, increased hiring of women in male-dominated professions will probably mean increased levels of attrition.

Family Responsibilities
Labor Turnover
Mobility
5.1

42019
Mattila, J. Peter
Labor turnover and sex discrimination. Working paper 1970-01
Ames, Iowa, Iowa State University, Industrial Relations Center, 1974. 25pp.

This study examines male and female quit data and concludes that: (1) women are less likely than men to quit for job related reasons although women do quit more often because of household responsibilities; (2) female quit rates are their lowest relative to male quit rates during periods of low unemployment which suggests the importance of maintaining full employment to combat discrimination. Includes tables on the ratio of female to male quit rates by reason for leaving job, annual quit rates by reason, and ratio of female to male quit rates by manufacturing industry.

Employment Patterns
Labor Turnover

42020
Michelotti, Kopp
Multiple job holders in May 1975.
Monthly Labor Review, 98 (November, 1975), 56-62

Multiple jobholding is examined by age, sex and marital status. The number of female multiple jobholders rose from 16 to 24 percent. This rise among females was generally widespread by industry and occupation of primary job but the most significant increases were in retail trade, private household and educational services industries, and in the three occupations of professional and technical, operative and private household workers. Reasons for multiple jobholding are also examined. This report is one of a series published regularly in the Monthly Labor Review.

Employment Patterns
Marital Status
Part-Time Employment
Reasons Women Work
Unemployment
4.0

42021

Morgenstern, Richard D. and Nancy S. Barrett
The retrospective bias in unemployment reporting by sex, race and age.
Journal of the American Statistical Association, 69 (June, 1974), 355-357.

This article examines differences in reported unemployment between a survey taken the week following the individual's labor force experience and one conducted a year later on a retrospective basis. The authors found on understatement of unemployment in the retrospective survey for groups containing large proportions of women and youth. For groups containing central age males and older women, the retrospective method appears to overstate unemployment relative to the current reporting. The authors offer several hypotheses relating to the social roles of primary and secondary workers and the fact that the labor force member and the survey respondent are frequently not the same individual.

Unemployment
4.1

42022

Niemi, Beth
The male-female differentials in unemployment rates.
Industrial and Labor Relations Review, 27 (April, 1974), 331-350.

This is a study of why women have had a higher unemployment rate than men in the United States throughout the postwar period. The reasons are: (1) the extensive movement of women in and out of the labor force; (2) occupational and geographic immobility; (3) less specific training for women than men. Statistical data.

Employment Patterns

Labor Force Participation
Labor Turnover
Marital Status
Mobility
Training
Unemployment
3.3, 4.0, 4.1

42023

Orden, Susan R. and Norman M. Bradburn
Working wives and marraige happiness.
The American Journal of Sociology, 74 (January, 1969), 392-407.

Both marriage partners report less happiness if the wife works out of economic necessity than if she works by choice. This holds true across educational levels, stages in the life-cycle, and part-time and full-time employment. A woman's decision to work strains the marriage only when there are pre-school children in the family. In general, the decision to work is associated with a higher balance between satisfactions and tensions for both husbands and wives.

Career-Marriage Conflict
Family Characteristics
Labor Force Participation
Working Wives
6.0

42024

Shapiro, H. Jack and Valarie Sodano
Instrumentality model of age and job satisfaction for males and females.
Psychological Reports, 35 (October 1974), 707-717.

Among the findings of this article are: (1) the level of job satisfaction increase with age to the pre-retirement period and then declines; (2) job satisfaction is lower for women than for men performing similar work; (3) professional females are clearly less satisfied with most aspects of their jobs than are professional males. Specifically, professional females are dissatisfied with their lower pay for equal work and slower rates of promotion, even through they perceive their job inputs to be equal to that of their male counterparts. Implications of these findings are discussed.

Job Satisfaction
5.1

42025

Shapiro, H. Jack and Louis W. Stern
Job satisfaction: male and female professional and non-professional workers.
Personnel Journal, 54 (July, 1975), 388-389+.

Job satisfaction in the areas of work, pay, promotional opportunities, supervision, and co-workers were measured by means of the Job Descriptive Index. The findings indicate that the total job satisfaction of non-professional women is higher than her male counterpart, while the professional male's total job satisfaction is higher than his female counterpart.

Job Satisfaction
4.0, 5.1, 5.5

42026

Sobol, Marion Gross
A dynamic analysis of labor force participation of married women of child bearing age.
The Journal of Human Resource, 8 (Fall, 1973), 497-505.

This study relates for a ten-year period labor force behavior of a panel of married women of child-bearing age to economic and noneconomic variables. The dependent variable, labor force attachment, is measured by current work behavior, work plans, and actual labor force participation. When this variable is related to economic and sociological variables, the most important influences on a wife's labor force participation are found to be expected family size and the wife's education. Since education for women is increasing and family size is expected to decrease, there should be an increase in the labor force participation of younger married women in the future.

Family Responsibility
Labor Force Participation
Marital Status
Work Committment
Working Wives
6.0

42027

Tyree, Andrea and Judith Treas
The occupational and marital mobility of women.
American Sociological Review, 39 (June, 1974), 293-302.

This statistical study finds that the occupational mobility of women is less similar to mobility patterns of men then is women's marital mobility - the mobility from father's to husband's occupation. Thus, similar patterns govern the movement of both men and women from their origins to the status of male head of their families. The authors conclude that the occupational mobility of women themselves does not follow the patterns of men so closely as De fong concluded (item number 42004 in the first volume).

Employment Patterns
Mobility
Occupations

42028

U.S. Department of Labor. Women's Bureau
Facts about women heads of households and heads of families.
Washington,D.C., U.S. Department of Labor 1973 10pp.

Information relating to women heads of families by ethnic groups, age, marital status, number of children, educational attainment, residence, employment status, work experience, occupation, and income is the subject of this report.

Black Women
Ethnic Differences
Family Characteristics
Head of Household

42029

U.S. Department of Labor.Women's Bureau
Why women work.
Washington, D.C., U.S. Government Printing Office. 1974. 3pp.

Women work for the same reasons men do - to support themselves or others. This leaflet provides information on the marital status of working women, women heads of families, working women with husbands present, and the employment and wages of the husbands. An update of item number 42032 in the first volume.

Black Women
Marital Status
Reasons Women Work

42030

U.S. Department of Labor·Women's Bureau
Women workers in California, 1970.
Washington, D.C., U.S. Department of Labor, 1973. 9pp.

Characteristics of working women are summarized including their age, education, marital and family status, occupations, and family income. Spanish-origin and black women are examined separately. Identical studies have been done for all of the states.

Black Women
California
Ethnic Differences
Mexican-American Women
Occupations
6.4

42031

Weaver, Charles and Sandra L. Holmes
A comparative study of work satisfaction of females with full-time employment and full-time housekeeping.
Journal of Applied Psychology, 60 (February, 1975), 117-118.

Evidence from two national opinion surveys cast doubt on the hypothesis that sex-role socialization results in a lower reported work satisfaction among females who have full-time jobs compared to those who keep house full-time. The only instance where the hypothesis has applicability is in the reaction of female workers to low-salaried jobs which do not provide or contribute to a family income perceived as equal to or above that of the average American family.

Job Satisfaction
Socialization
4.3

42032

Yockey, Jamie M.
A model of contemporary feminine role change and family.
Sex Roles, 1 (March, 1975), 69-81.

Based on existing theory and research, this article asserts that women's employment outside the home is associated with four primary psychological changes: (1) an increase in their self orientation; (2) an increased belief that the spouse holds expectations for female autonomy; (3) an increased belief that female employment outside the house is socially acceptable; (4) an increase in their sense of subjective or personal efficacy. The author concludes that these factors collectively contribute to a small desired family size.

Children
Family Characteristics
Psychological Factors
Role Perceptions
Social Attitudes
Working Wives

4.3 Earnings

43001
Bell, Carolyn Shaw
Working women's contribution to family income.
Eastern Economic Journal, 1 (July, 1974), 185-201.

Full-time working wives provide 39% of the total family income and almost 3 million families depend on wives' earnings for over half the total income. The article contains eight detailed tables of income, classified by family income, proportion contributed by husband and wife in different income classes, occupation, age and race.

Working Wives

43002
Bradshaw, Thomas F. and John F. Stinson
Trends in weekly earnings: an analysis.
Monthly Labor Review, 98 (August, 1975), 22-32.

Data in this article reveal that over the 1967-1974 period the wage gap between whites and blacks has narrowed considerably, but the gap between men and women has changed very little. The medium weekly earnings of black and white men and women are studied by occupation, industry, and union membership. Several statistical tables in the article are a good source for comparative wage data.

Black Women
Labor Unions
Occupations

43003

Braito, Rita and Edward A. Powers
What the other half thinks: the implications of female perceptions for work demands. Working paper 72-07.
Ames Iowa, Iowa State University, Industrial Relations Center, 1972. 17pp.

Three hundred fifty-three registered nurses involved in salary renegotiations were asked individually for their perceptions of the economic need for continued employment, the "threat" to the husband if her salary was greater than his, and the husband's view of the need for his wife's employment. Most of the women in the sample did not feel their husbands would be threatened if they had a greater income. Also, most of the nurses saw a greater economic need for continued employment than they felt their husbands did.

Working Wives

43004

Bridges, William P. and Richard A. Berk
Determinants of white collar income:an evaluation of equal pay for equal work.
Social Science Research, 3 (September, 1974), 211-233.

Determinants of earnings are assessed among a sample of urban white collar workers. Three clusters of variables are examined: work characteristics, company, and biographical characteristics. The findings suggest that, for white collar jobs, the type of work performed by an individual is of minor importance in determining wages, but that most of the explained variance can be accounted for by other factors such as sex and marital status.

Equal Pay
5.0

43005

Buckley, John E.
Equal pay: progress and problems (America).
International Journal of Social Economics, 1 (Number 1, 1974), 84-95.

This article traces legislation affecting women workers, examines male and female earnings, discusses discrimination in the work place, and points out problems still facing the American working women. The author believes the most important problem is role conditioning, which results in underutilization of women, and their concentration in low-skilled, low-paying jobs.

Equal Pay
Occupations
Role Perception

43006
Cook, Alice
Equal pay: where is it?
Industrial Relations, 14 (May, 1975), 158-177.

This multi-national study examines the historically accepted justifications for not giving women equal-pay and the approaches which various nations have used to implement and administer equal-pay policies. It is the opinion of the author that equal-pay laws must be linked with enforceable policies on equal job opportunity. The experience of the United States in adding equal opportunity to equal pay legislation is examined.

Equal Pay Act
International Studies
7.0

43007
Cymrot, D.
Wife's earnings as a source of family income. Research and Statistics Note, No. 10.
Washington, D.C., Department of Health, Education and Welfare, April, 1974. 22 pp.

This note summarizes data on recent changes in the labor force participation of married women and examines their contribution to family income. Although earnings vary with age, the presence of young children, race, and, education, the contribution of the typical working wife in 1971 was between 25 and 30 percent of the family income. A good statistical source, it includes numerous tables.

Black Women
Family Characteristics
Labor Force Participation
Working Wives
4.2

43008

Dickinson, Kathrine
Wage rates of heads and wives. In Five thousand American families - patterns of economic progress Vol. 1, 125-175.
Ann Arbor, University of Michigan, Institute for Social Research, 1974. 2 vols.

Part of a study conducted from 1967-1971 on what causes changes in the economic well-being of families, this article examines the importance of background, education, occupation and demand conditions on the wage rates of men, women and young people just after they have left home. It was found that in general, the mechanism that determines wage rates operates in the same way for women as it does for men. The difference occurs in the size of the benefits that women with various characteristics receive. For example: (1) women earn more as they acquire more experience, but at a much slower rate than do men; (2) the economic payoff to education for wives and female heads is 55% of the corresponding payoff for male heads of households. There are several other findings, including statistics indicating that sex discrimination in employment decreased somewhat from 1967-1971.

Black Women
Employment Patterns
Head of Household
4.2, 5.0

43009

Featherman, David L. and Robert M. Hauser
Sexual inequalities and socioeconomic achievement in the U.S., 1963-1973. Discussion paper 275-75.
Madison, University of Wisconsin, Institute for Research on Poverty, 1975. 36pp.

Among the findings of this paper are: (1) the occupational and educational achievements of women have kept pace with men's from 1962 to 1973 and exceeded the male means;(2) the ratio of female to male earnings has declined from 0.39 to 0.38 for husbands and wives in the experienced civilian labor force; (3) the net effect of educational attainment on occupational status is larger for wives than for their husbands; (4) the process of earnings attainment is sharply different for the sexes, with men deriving greater benefits from their family origins, education and occupational standings; (5) discrimination accounted for 85 percent of the earnings gap in 1962 and 84 percent in 1973.

Employment Opportunities
Family Background
Status
Working Wives
1.0, 3.0, 3.3, 5.0

43010

Fuchs, Victor
Women's earnings: recent trends and long-run prospects.
Monthly Labor Review, 97 (May, 1974), 23-26

Maintaining that role differentiation is the major reason for the differential in earnings between the sexes, the author sees an improvement in the relative earnings of women during the 1960's when role differentiation became less functional. He predicts a favorable future for women's earnings as role differentiation lessens even more, as women become more career-oriented, as employers accept women in more occupations, and as the shift away from heavy manual jobs continues.

Discrimination
Equal Pay
Labor Force Participation
Role Conflict
4.2

43011

Gastwith, Joseph L.
Statistical measures of earning differentials.
The American Statistician, 29 (February, 1975), 32-35.

This paper develops a statistical measure that will enable one to detect areas of the labor market in which women are furthest behind men, and that can be applied to regularly issued statistical series so that progress can be followed over time. Among the findings are: (1) women do not receive the same economic return for continuous work as men, and fall further behind the longer that they are in the labor force; (2) the relative status of the sexes is nearer equality in occupations in which men are employed in substantial numbers; (3) in order to obtain a complete picture one must look at employment as well as earnings data.

4.1

43012

Gaumer, Gary L.
Sex discrimination and job tenure.
Industrial Relations, 14 (February, 1975) 121-129.

This article finds that job tenure (turnover) differences between the sexes are a statistically significant source of salary differentials when jobs require special training. The author also finds differences in productivity and occupational dispersion to be related to wage differentials, but concludes that there is also an unidentified source of earning differentials which is more influential than the other factors. Statistical.

Discrimination
Labor Turnover
Occupations
4.1

43013

Gordon, Nancy M., Thomas E. Morton and Ina C. Braden
Faculty salaries: is there discrimination by sex, race and discipline?
American Economic Review, 64 (June, 1974), 419-427.

This study uses data on full-time academic employees of a large urban university. It controls for age, race, years at the university, education, rank and department. The authors investigate the relationship between salary and the explanatory variables for men and women separately and for all employees together where sex is an additional independent variable. Among the findings are that the salary profile for women differs from that for men primarily in the effects of race, age and department. On the average, a woman faculty member earns 11 percent less than would be predicted for a man with her characteristics.

Discrimination
Higher Education
5.2

43014

Gordon, Nancy M. and Thomas E. Morton
A low mobility model of wage discrimination-with special reference to sex differentials.

Journal of Economic Theory, 7 (March, 1974), 241-253.

The authors' model rests on two assumptions: (1) men dislike working with women equals or superiors (2) a woman's supply curve facing the individual firm is steeper than a man's because of her higher search costs and her differently perceived nonpecuniary returns, which include a preference for employers located in the same area as her husband's and close to her current home. The model implies that women will be hired until their wage rate plus the incremental wage bill due to higher wages for existing female employees plus the incremental wage bill necessary to bribe male employees to work with the additional woman equals the male wage rate. This leads to an equilibrium where both men and women are hired by the same firm.

Discrimination
Hiring Practices
Labor Supply
Mobility

43015

Gronau, Reuben
Wage comparisons - a selectivity bias
Journal of Political Economy, 82 (November/December, 1974), 1119-1143.

This article shows that when comparing wages of different population groups, their different search strategies must be taken into account. Ignoring these differences results in a selectivity bias. This bias is particularly relevant for the secondary labor groups - married women, teenagers and the aged - and may distort conclusions about male-female and white-nonwhite wage differentials, the age - earning profiles, the rate of return and the rate of depreciation of human capital, and the determinants of labor-force participation.

Working Wives

43016

Gwartney, James and Richard Stroup
Measurement of employment discrimination according to sex.
Southern Economic Journal, 39 (April, 1973), 575-587.

This article presents evidence that differences between the sexes in job preferences are the major source of male-female wage differences. Data on employment preferences and the female/male adjusted income ratio are presented according to marital status, as are changes in the ratio which indicate that the relative economic status of females fell substantially in the 1950's and 1960's. The reasons for this decline are discussed.

Marital Status
Occupations

43017

Hamblen, Mary and Michael, J. Prell
The incomes of men and women: why do they differ?
Monthly Review, (Federal Reserve Bank of Kansas City), April, 1973, 3-11.

This article summarizes some of the recent findings on the courses of the male-female income differential and concludes that: (1) the most important factor is differential occupational distribution; (2) discrimination and role differentiation are significant variables; (3) productivity factors such as absenteeism and turnover are less important.

Occupations
Role Perception
4.2

43018

Hamilton, Mary Townsend
Sex and income inequality among the employed.
Annals of the American Academy of Political and Social Science, 409 (September, 1973), 42-52.

This study attempts to isolate measures of wage discrimination due to sex by adjusting for other contaminations of the data. The results suggest that wage discrimination has a sex dimension, and that wage differentials attributed to sex generally exceed those related to race. The author finds that if wages are determined under free market conditions, the continued existence of discrimination seems implausible in the absence of real differences in productivity among sex and race groups. This suggests that there are differences in supply and demand for different groups of labor, based on subjective, rather than objective factors.

Discrimination
Equal Pay

43019

Leviton, Teresa, Robert Quinn and Graham L. Staines
A woman is 58% of a man
Psychology Today, 6 (March, 1973), 89-91.

This article reveals that the average woman earns $4,372 less each year than the average man and that the women who were most discriminated against tended to be: the youngest (16 to 29 years old); white collar working in a professional technical, managerial, clerical or sales position; non-union members and women employed in relatively small companies of less than 500 employees. Only eight percent of the women surveyed believed they were being discriminated against economically.

Discrimination

43020

Malkiel, Burton G. and Judith A. Malkiel
Male-female pay differentials in professional employment.
The American Economic Review, 63 (September, 1973), 693-705pp.

This study analyzes salary differentials among a sample of 272 professional employees of a single corporation. The general conclusion is that the source of discrimination against women is in job assignment rather than in pay differentials between the men and women for the same job. Statistical.

Equal Pay
Women in Business
5.1

43021

Mincer, Jacob and Solomon Polachek
Family investments in human capital: earnings of women
Journal of Political Economy, 82 (March/April, 1974, part 11), S76-S108.

The purposes of this article are to estimate the effects of human-capital accumulation on market earnings and wage rates of women, to determine the magnitudes and course of such investments over the life histories of women, and to interpret these histories in the context of past expectations and of current and prospective family life. Highly statistical.

Family Responsibilities

43022

Oaxaca, Ronald
Male-female wage differentials in urban labor markets.
International Economic Review, 14 (October, 1973),
639-709.

This article examines how much of the observed male-female wage differentials can be attributed to the effects of discrimination in the labor market. The findings show that discrimination accounts for approximately seventy-four percent of the male-female wage differential for whites and ninety-two percent for blacks. Other empirical results suggest that sex discrimination is less in government employment and that job opportunities for females are relatively greater in larger urban areas.

Black Women
Discrimination

43023

Oaxaca, Ronald
Sex discrimination in earnings.
In Discrimination in Labor Markets, edited by Orley
Ashenfelter and Albert Rees, 124-151.
Princeton, N.J.,Princeton University Press, 1973. 181pp.

The purpose of this paper is to estimate the average extent of discrimination against female workers and to provide a quantitative assessment of the causes of male-female wage differentials. The author examines the effects that unionism, labor market experience, and the presence of children have on wages of black and white females. Among his findings are that the factors accounting for the wage differential indicate an underutilization of the resources and talents of women. This is a result of social bias, and can only be corrected by social conditioning for women which would help them overcome their traditional occupational choice patterns. This paper is an important contribution in the area of women's earnings.

Black Women
Discrimination
Occupational Segregation
Underutilization of Women
6.4

43024

Sawhill, Isabel V.
The earnings gap: research needs and issues.
Paper presented at the Workshop on Research Needed to Improve the Employment and Employability of Women, Washington, D.C., June 1974, 11pp.

This paper discusses existing research on the earnings gap and suggests areas for further research. The author discusses the fact that occupational distribution itself may be a symptom of unequal opportunity, and poses the question of why women with educational preparation and other characteristics similar to men end up in lower paying jobs. She also suggests that researchers think about what kind of analyses might be useful to government agencies responsible for monitoring equal employment opportunities and equal pay, and calls attention to research issues related to the social impact of the earning gap.

Employment Opportunities
Occupations

43025

Sawhill, Isabel V.
The economics of discrimination against women: some new findings.
The Journal of Human Resources, 8 (Summer, 1973), 383-396.

Women earn less than three-fifths of what similarly qualified men earn. This study suggests that underestimating the importance of employment discrimination - as distinguished from wage discrimination - may have biased previous empirical estimates of the magnitude of discrimination. Employment discrimination, however, is not the only factor explaining the high concentration of women in low productivity job (crowding). Equal pay legislation may reduce the training opportunities available to women, and contribute to an increase in crowding.

43026

Smith, Sharon
Government wage differentials by region and sex. Working paper No. 58.
Princeton, N.J., Princeton University, Industrial Relations Section, 1974. 22pp.

Male-female wage differentials for each level of government and changes in these differentials across regions are examined. Sex is found to be a more important source in government wage differentials than geographic region. Women employed in the public sector are at least on a par with their private sector counterparts and in most cases enjoy a premium in wages which increases with level of government.

5.4

43027

Sommers, Dixie
Occupational rankings for men and women by earnings.
Monthly Labor Review, 97 (August, 1974), 34-51.

Occupations were ranked by median earnings for male and female workers and data on worker characteristics which affect earnings were also shown, including age, educational level, year-round employment in 1969, and sex. Earnings of men were found to be generally much higher than earnings of women, for specific occupations and for earning deciles. Also, women in male-dominated occupations earn less than men but more than women in other occupations. Men in female-dominated occupations earn more than women, but less than men in other occupations. Tables.

Occupational Segregation
5.0

43028

Strober, Myra
Lower pay for women: a case of economic discrimination.
Industrial Relations, 11 (May, 1972), 279-284.

In this comment to Mancke's article (item 43007 in the first volume) the author presents evidence that male and female turnover rates are about the same, takes issue with the training hypothesis, and refutes the idea that women go into teaching so that major events, such as childbirth, can be planned to occur during the summer vacation. The author also takes issue with Mancke's policy prescriptions for the elimination of sex-related pay disparaties, and proposes several alternative policies. There is a reply by Mancke.

Discrimination
Equal Pay
Labor-Turnover
Training

43029

Suter, Larry E.
Occupation, employment and lifetime work experience of women.
Washington, D.C., U.S. Department of Commerce, Bureau of the Census, 1973. 10pp.

Earnings of women are seen as more closely tied to the number of years they have worked than to their education, job level, sex or marital status. Women who have worked at least six months each year since leaving school and who are currently working full-time, have large increases in earnings between ages 30-34 and 40-44, but earn only two-thirds as much as men. The author concludes that work experience and not sex is the major factor for these lower incomes. He also cites evidence that men and women in the same occupational category earn roughly the same, but young women continue to choose traditional professions and thus are disadvantaged from the start.

Labor Market Experience
Occupations
4.0

43030

Sweet, James A.
The employment of wives and the inequality of family income.
Madsion, University of Wisconsin, Institute for Research on Poverty, 1972. 16pp.

The employment of wives and its increase over the past two decades is found to have only a very small effect on the inequality of family income in the United States. Family income is less inequitably distributed between the races than is the income of married males. This is shown to result from the disproportionate contribution of adults other than husband and wife rather than from the greater proportion of black wives in the work force.

Black Women
Family Characteristics
Working Wives

4.4 Unions and Working Women

44001

Bergquist, Virginia
Women's participation in labor organizations.
Monthly Labor Review, 97 (October, 1974), 3-9.

Based on statistics from the Directory of National Unions and Employee Associations, 1973 (Bulletin 1813, BLS, 1974), this article discusses the expansion of women's participation in unions, their occupations and earnings, and the scarcity of women in high elective and appointed union positions.

Labor Force Participation
Labor Unions
4.1

44002

California State Federation of Labor
Women in the labor movement. Proceedings of the Women's Conference, held May 19-20, 1973.
Berkeley, California, Union W.A.G.E. Educational Committee, 1974.

These conference proceedings include speeches on working women and the law, negotiating women's issues, organizing the unorganized and the role of women in the labor movement. The speeches are not scholarly in tone or content, but they do include information on the status of working women and on how this status can be improved.

44003

Maupin, Joyce
Working women and their organizations-150 years of struggle.
Berkeley, California, Union W.A.G.E. Educational Committee, 1974. 33pp.

Women's labor union history is reviewed from colonial times to the formation of the Coalition of Labor Union Women (CLUW) in March, 1974. Unions have recently shown an increased interest in organizing women because of the growth of collective bargaining in the public sector, which includes a high percentage of women in service, clerical and teaching jobs. Also unions are organizing white collar employees in private industry, many of whom are women. This is highly readable, but is of limited use to researchers due to lack of documentation and sources.

History of Women's Employment
2.0, 4.0, 5.5

44004

Raphael, Edna
Working women and their membership in labor unions
Monthly Labor Review, 97 (May 1974), 27-33.

This article documents the differences in earnings between men and women, and between union and non-union women. It also discusses the recent proportional decline of women union members, the current status of legislation to guarantee equal rights for women, and the response of labor unions to equal employment rights for women. Includes statistical tables on wages.

EEOC
Equal Pay
Labor Unions
State Protective Laws
4.3

44005

U.S. Equal Employment Opportunity Commission
Minorities and women in referral units in building trade unions, 1972. Research Report No. 44.
Washington, D.C., U.S. Government Printing Office, 1974. 54pp.

This report covers the referral unit membership in local unions of the 16 international building trades unions. Women were found to have a poorer record than minority groups. They comprised only 1 percent of all building trade referral unit membership, although according to the 1970 census 38 percent of the civilian labor force was female. Several statistical tables are included.

Ethnic Differences
Labor Unions
Skilled Trades
5.0

44006

Wertheimer, Barbara and Anne Nelson
The American women at work.
Personnel Management, 6 (March, 1974), 20-23+.

Based on a study in New York City to determine what keeps women from participating more fully in their unions, the authors found that lack of information, training and experience were the main reasons, rather than a lack of interest in union activity. The article includes statistics on working women and information on the types of union positions currently held by women of particular interest to labor educators.

Labor Force Participation
Labor Unions
4.1, 4.2

44007

Wertheimer, Barbara M. and Anne H. Nelson
Trade union women: a study of their participation in New York City Locals.
New York, Praeger, 1975. 202pp.

Seven New York City local unions were studied to determine why women, who are entering and remaining in the work force in increasing numbers, are not moving into leadership positions in the unions. Questionnaires were administered to male and female union leaders and rank and file members and the barriers to the participation of women in unions were divided into three categories: cultural-societal-personal, job-related and union-related. There is a general chapter on women in the work force and in unions, and a concluding chapter on the implications of the project for labor unions and for further research. Descriptive rather than analytical.

Labor Force Participation
Social Attitudes
4.2, 4.5

4.5 Attitudes Toward Working Women

45001

Cecil, Earl and others
Perceived importance of selected variables used to evaluate male and female job applications.
Personnel Psychology, 26 (Autumn, 1973), 397-404.

Standard variables frequently used in evaluating job applicants are found to be applied differently to men and women Standardized instructions still led to a perception of female applicants as clerical employees and male applicants as administrative managers.

Sex Labeling of Jobs
Sex-Role Stereotypes

45002
Levinson, Richard M.
Sex discrimination and employment practices: an experiment with unconventional job inquiries.
Social Problems, 22 (April 1975), 533-543.

Males and females made job inquiries in response to 256 different classified advertisements. Clearcut discrimination was found in over one-third of the telephoned inquiries. Discrimination occurred in a greater proportion of male than female inquiries about sex-inappropriate jobs.

Employment Patterns
Help-Wanted Advertising
Hiring Practices
Occupational Segregation
Sex Labeling of Jobs
Sex-Role Stereotypes
4.0

45003
Rosen, Benson and Thomas H. Jerdee
Influence of sex role stereotypes on personnel decisions.
Journal of Applied Psychology, 59 (February, 1974), 9-14.

An in-basket exercise was used to investigate the influence of sex role stereotypes on the personnel decisions of 95 bank supervisors. The design consisted of four separate experiments in which an employee's sex and other situational attributes were manipulated. Results confirmed the hypothesis that male administrators tend to discriminate against female employees in personnel decisions involving promotion, development and supervision. Discrimination against males was found in personnel decisions involving competing role demands stemming from family or other personal circumstances.

Discrimination
Employer Attitudes
Personnel Management
Sex-Role Stereotypes

5.0 Occupations

50001
Alexander, Rodney and Elisabeth Sapery
The shortchanged: women and minorities in banking.
New York, Dunellen Publishing Co., Inc., 1973. 186pp.

This study, conducted by the Council on Economic Priorities, reveals that: (1) employment discrimination against minorities and women is endemic to commercial banking; (2) a majority of the commercial banks studied are unwilling to permit public scrutiny of their employment and minority lending practices; (3) the secrecy and the discrimination are perpetuated by Federal law, policy and complacency. About one-half of the book deals with the employment profiles of eighteen selected banks. The appendices include statistics on the distribution of jobs by sex and race, and a copy of the questionnaire used in the study.

Affirmative Action
Employment Patterns
Hiring Practices
Maternity Leave
Training
Women in Business
4.1, 5.5

50002
Barnett, Rosalind C.
Sex differences and age trends in occupational preference and occupational prestige.
Journal of Counseling Psychology, 22 (January, 1975), 35-38.

Male and female middle and upper-middle class subjects, ages 9 to 17, were studied to test the hypothesis that females learn early to avoid high-prestige occupations. The relationships between preference and prestige were positive and stronger for males than for females; those between aversion and prestige were positive and stronger for females than for males. The conclusion is that males learn to prefer prestigious occupations and females learn to avoid them.

Occupational Segregation
Sex-Role Stereotypes
Societal Attitudes
Socialization

50003

Bergmann, Barbara
Occupational segregation, wages and profits when employers discriminate by race or sex.
Eastern Economic Journal, 1 (April-June 1974), 103-110.

Employment discrimination against women and blacks is associated with: (1) the crowding effects of occupational segregation where they are distributed differently from white males beyond what differences in education might account for; (2) wage differentials, where within occupations, they earn less than white males. In this paper the two aspects are treated in a unified way and the gains and losses from employment discrimination are explored.

Discrimination
Occupational Segregation
4.0, 4.3

50004

Garfinkle, Stuart H.
Occupations of women and black workers, 1962-1974.
Monthly Labor Review, 98 (November, 1975), 25-34.

Between 1962 and 1974 the number of employed women increased by 10 million, or 45 percent, and their proportion of the work force increased from 34-39 percent. The largest gains occurred in clerical occupations, with other substantial increases in professional work and service occupations, exclusive of private household workers. While the number of women craft workers and nonfarm laborers also increased substantially, in 1974 only 5 percent of all craft workers and 8 percent of nonfarm laborers where women. Data on occupational changes of black women are also included. Statistical tables.

Black Women
Employment Trends
Labor Force Participation

50005

Greenwald, Carol S.
Banks should stop discriminating against women in employment.
The Bankers' Magazine, 157 (Summer, 1974), 74-79.

Statistics are presented to show that women in banking are clustered in lower-paying jobs, receive unequal wages, and have fewer training opportunities. In order to achieve equal employment opportunities for women the author suggests flexible hours and part-time employment at both the professional and clerical levels, and day-care centers supported by employers and employees. She discusses the cost factors of such facilities, and the benefits the banks would receive from them.

Child Care
Employment Patterns
Occupational Segregation
Part-Time Employment
Women in Business
4.3, 5.3, 5.5

50006

Haug, Marie R.
Sex role variations in occupational prestige ratings.
Sociological Focus, 8 (January, 1975), 47-56.

The purpose of this study was to estimate the current public evaluation of female-dominated occupations and to examine the sex role variations in these prestige ratings. Data were collected as part of a larger study on ten occupations in the human service field, four male-dominated, three female-dominated, and three with a mixed sex ratio. Women were found to rate female occupations higher, but the ratings of both sexes with respect to male-dominated occupations were virtually identical.

Career Aspirations
Career Choice
Sex Roles

50007

Medvene, Arnold and Anne Collins
Occupational prestige and its relationship to traditional and non-traditional views of women's roles.
Journal of Counseling Psychology, 21 (March, 1974), 139-143.

This study interviewed four diverse samples of women to investigate their conceptions of the social status of certain occupations and their views on whether those occupations are appropriate for women. The subjects were members of a university's Women's Caucus, and samples of university undergraduates, classified employees, and non-working women in the community. There was little difference in the way the subjects ranked the prestige of the occupations, but sharp differences on whether the occupations were appropriate for women. These differences increased as the occupations decreased in prestige.

Occupations
Role Perception

50008

Shepard, Winifred and David T. Hess
Attitudes in four age groups toward sex role division in adult occupations and activities.
Journal of Vocational Behavior, 6 (February, 1975), 27-39.

Kindergarten, eighth grade, college and adult subjects were presented a list of 43 adult occupations and asked to indicate for each whether it should be performed by a male, female or either. Liberality, defined in terms of the number of "either" responses, increased from kindergarten through college and showed a moderate decrease in the adult sample. In each age group except kindergarten there was a significant sex difference with females being more "liberal." Analysis of individual roles showed that both sexes were willing to let women into prestige occupations but females were more willing to have household and family tasks performed by both sexes.

Family Responsibilities
Occupational Segregation
Role Perception
Sex Labeling of Jobs
Sex Roles

50009

Sorkin, Alan
On the occupational status of women, 1870-1970.
American Journal of Economics and Sociology, 32 (July, 1973), 235-243.

Among the findings of this study, which is based largely on census data, are: (1) from 1870-1950 the relative occupational status of women increased markedly with most of the gains concentrated in the 1870-1920 period; (2) from 1950 to 1970 there was an important relative decline in the occupational status of women with the relative occupational level falling below the level obtained in 1920. The factors associated with the relative decline in the proportion of women in professional and managerial occupations are analyzed.

Employment Patterns
History of Women's Employment
Status
3.3, 5.1, 5.3

50010
Suchner, Robert W. and Douglas M. Moore
Stereotypes of males and females in two occupations.
Journal of Vocational Behavior, 6 (February, 1975), 1-8.

Subjects were asked to evaluate male and female civil engineers and custodians in order to determine whether females in predominantly male occupations are perceived differently with regard to a variety of personality variables. It is concluded that the sex of a person in a particular occupation may influence the images people associate with that individual, either additively or in combination with characteristics of the occupation and the rater.

Occupational Segregation
Sex-Role Stereotypes
4.5

50011
U.S. Department of Labor.Women's Bureau
Careers for women in the seventies.
Washington, D.C., U.S. Government Printing Office,
1973. 14pp.

This report gives projections of those occupations that will have large numbers of openings in the 1970's-professional and technical, managerial and administrative, skilled trades, clerical, sales, and service. Charts show total employment by occupation in 1970, women as percent of this total, and average annual openings to 1980.

Careers
Employment Opportunities
Manpower Projections

50012

Williams, Gregory
A research note on trends in occupational differentiation by sex.
Social Problems, 22 (April, 1975), 543-547.

This review of the research suggests that there has been more of a decline in occupational segregation in the U.S. labor force during this century than Gross' work indicates (item 50003 in the first volume). But progress toward reducing segregation in occupations has been much slower than that made by women in other areas.

Occupational Segregation

5.1 Women in the professions

51001

Baker, Joan E.
Employment discrimination against women lawyers.
American Bar Association Journal, 59 (September, 1973), 1029-1032.

Sex discrimination in law firms and law schools and the impact of Title VII and EEOC guidelines on hiring and admissions policies are discussed.

Educational Opportunities
Hiring Practices
Title VII
Women in Law

51002

Blitz, Rudolph C. and Chin Hock Ow
A cross-sectional analysis of women's participation in the professions.
Journal of Political Economy, 81 (January-February, 1973), 131-144.

This study attempts to explain differences among the states of the proportion of women in the professions based on the 1960 census. This is done with demand and supply equations using the following variables: state per capita income, industrial structive, female educational endowment, availability of domestics, and ratio of male to female professional income. All of the variables performed well except the income variable. The authors attribute the poor performance of the latter to its aggregative character and necessary statistical manipulations. Statistical.

Labor Force Participation

51003

Blitz, Rudolph C.
Women in the professions, 1870-1970.
Monthly Labor Review, 97 (May, 1974), 34-39

While the proportion of women in the labor force has grown steadily for many decades, the proportion of women in the professions reached a peak in 1930, declined, and has recovered slightly in the last decade. Using a sex composition index and an occupational structure index for the professions, author found that the proportion of women has risen historically in the professions, with a simultaneous shift to professions traditionally dominated by men. Until recently the proportion of women in the professions was always substantially higher than the proportion of women in the total labor force.

Labor Force Participation
4.2, 5.0

51004

Cole, Jonathan R. and Stephen Cole
Discrimination against women and minorities in American science. In Social Stratification in Science, p. 123-169.
Chicago, University of Chicago Press, 1973. 283 pp.

Women in the academic science community, who have received the Ph.D., are studied in terms of scientific recognition, academic rank, salaries, honorific awards, prestige of affiliation, and productivity. The authors conclude that the scientific community does not actively discriminate against women. They attribute this to the high esteem of scientific institutions, and hypothesize that the higher one goes in education, the clearer and more rational are the criteria upon which people are evaluated. Black and Jewish scientists are also discussed.

Discrimination
Women in Science
5.2

51005
Cooney, Rosemary Santana
Female professional work opportunities: a cross-national study.
Demography, 12 (February, 1975), 107-120.

This article examines the interrelationship of economic and demographic variables affecting female participation and sexual equality within the professions. Among the findings are that with economic development the proportion of females in the professions increases, but this increase is not significantly associated with greater sexual equality within the professional sector. Also, economic dynamism and working age male deficiency, the structural factors significantly related to sexual equality, were distinct from the economic development factors affecting the female professional participation rate.

Educational Opportunities
Higher Education
International Studies
Labor Force Participation
Status

51006
Grimm, James W. and Robert N. Stern
Sex roles and internal labor market structures: the female semi-professions.
Social Problems, 21 (June, 1974), 690-705.

Drawing a distinction between external and internal labor market analysis, the authors examine patterns in the sex structure of employment markets in nursing, social work, librarianship and teaching. Their findings indicate that the relative number of men employed in these "female" fields has increased and that males are disproportionately represented in the administrative components of these semi-professions.

Career Advancement
Librarians
Nursing
Sex Roles
Status

51007
Kashket, Eva R.
Status of women microbiologists
Science, 183 (February 1, 1974), 488-494

This study shows that women microbiologists, upon entering the professional job market, face slower advancement, restricted extramural recognition and fewer supervisory or administrative positions than their male counterparts. The salary difference between the sexes increases with educational level, rank and seniority. Other areas examined are job performance, discontinuities in professional career, career guidance, and the attitudes of women toward their positions.

Career Advancement
Career Barriers
Women in Science
3.0

51008

Kundsin, Ruth B.
Women and success: the anatomy of achievement.
New York,William Morrow and Co., Inc., 1974. 256pp.

A compilation of papers presented at a 1972 conference conducted by the New York Academy of Sciences, this book examines the determinants of success of married career women in the sciences. It consists of brief life histories of successful women; family attitudes and relationships; the impact of education; economic factors affecting women; analyses of significant historical, sociological, psychological and educational factors in the lives of successful women; and problems of professional women in relation to husbands, children and professional colleagues. Among the conclusions are that the support of parents and spouses is more important than that of teachers and colleagues for developing the confidence and self-esteem needed for a career; women rarely find support among their female peers; and a career is beneficial to both women and their families.

Achievement Motivation
Career-Marriage Conflict
Careers
Educational Opportunities
Family Background
Motivation
Psychological Barriers
Social Attitudes
Women in Science
Working Wives

51009

Poloma, Margaret M. and T. Neal Garland
The married professional woman: a study in the tolerance of domestication.
Journal of Marriage & and the Family, 33 (August, 1971), 531-540.

Data from a study of fifty-three dual-career couples, in which the wife was either a practicing physician, college professor, or attorney revealed the (1) family roles and responsibilities are not egalitarian; (2) most of the women had jobs and not careers; (3) the majority of female respondents did not feel that they personally had encountered discrimination. The authors contend that these findings support the tolerance of domestication thesis and that it is the demands of home and family that impede a married woman's professional career advancement.

Career Advancement
Career-Marriage Conflict
Dual-Career Families
Family Responsibilities
Working Wives

51010

Read, Frank T. and Elisabeth S. Petersen
Sex discrimination in law school placement.
Wayne Law Review, 18 (March-April, 1970), 639-664

This article examines the application of Title VII to law school placement offices, delineates the legal duties imposed on such offices, discusses the enforcement problems in administering nondiscrimination policies, and suggests procedures that might satisfy a law school's legal and moral obligations.

Career Barriers
Employment
Women in Law
3.0, 7.5

51011

Sassower, Doris
Women and the judiciary: undoing "the law of the creator."
Judicature, 57 (February 1974), 282-288.

Protective labor laws and court decisions on sex as a suspect classification are summarized, and the status of women in the legal profession is assessed.

Status
Women in Law
7.5

51012

Schilling, Gerhard F. and M. Kathleen Hunt
Women in science and technology: U.S./USSR comparisons.
Santa Monica, California, Rand Corporation, 1974. 67pp.

The participation of women in all sectors of the economy is greater in the Soviet Union than in the U.S., not only in science, engineering and medicine, but also in the judiciary, politics and education. The upper-echelon positions in both countries, however, are still filled disproportionately with men. The authors believe that the U.S. is reassessing its past policies with regard to the social and economic status of women, while the Soviet Union seems to have approached nearly a steady state. They project that over the next decade there will be a considerable degree of convergence between the status of Russian and American women. There is a selected bibliography and an appendix of comparative statistics on the employment, education and occupations of women.

Changing Role of Women
International Studies
Status
Women in Science
3.0

51013

Soule, Bradley and Kay Standley
Perceptions of sex discrimination in law.
American Bar Association Journal, 59 (October, 1973), 1144-1147.

Men and women in the fields of architecture, medicine and law were studied in order to discover their perceptions of sex discrimination within their occupations. Sex discrimination was found in all three professions, but was significantly accentuated in law.

Career Barriers
Status
Women in Law
Women in Medicine
4.2

51014

Standley, Kay and Bradley Soule
Women in male-dominated professions: contrasts in their personal and vocational histories.
Journal of Vocational Behavior, 4 (April, 1974), 245-258.

Women in architecture, law, medicine and psychology are described in terms of several historical, social and career variables. They relate common antecedents of their vocational choices and similar perceptions of their work, but the groups are dissimilar on a number of dimensions. Psychologists, in particular contrast, describe experiences and career patterns more in accordance with stereotypic female roles. These contrasts may reflect differences in the sex-typed characterizations of the professions even though all are male-dominated.

Career Aspirations
Discrimination
Family Background
Women in Law
Women in Medicine

51015

Stiles, Lindley J. and P. Martin Nystrand
The politics of sex in education.
Educational Forum, 38 (May, 1974), 431-441.

This article reviews the history and current status of women in education and the legislation that has helped reduce discrimination. The authors suggest that to win equality, women must work to counteract professional politics and change public opinion as well as make full use of their legal protections.

Federal Laws
Social Attitudes
5.2

51016

Teghtsoonian, Martha
Distribution by sex of authors and editors of psychological journals, 1970-1972: are there enough women editors?
American Psychologist, 29 (April, 1974), 262-269.

Based on an examination of eleven psychological journals, the author found that women are represented as authors of published research about as often as one would except from their division membership in the American Psychological Association. However, women are not represented as editors as often as one would expect from their numbers as authors.

Psychology

51017

Theodore, Athena, ed.
The professional woman.
Cambridge, Massachusetts, Schenkman Publishing Co., 1971. 769pp.

Intended to bring together recent research about the professional woman in America, this book includes chapters of trends among professional women, the sexual structure of professions, cultural definitions of the female professional, career choice processes, socialization and career commitment, career patterns and marriage, the marginal professional, and female professionalism and social change. This work is very broad in scope, and the articles included are generally scholarly and include useful notes and references.

Black Women
Career Choices
Career-Marriage Conflict
Changing Role of Women
Child Care
Discrimination
Dual-Career Families
Motivation
Occupational Segregation
Sex-Role Stereotypes
Social Attitudes

51018

Toohey, John C.
Effects of additional women professionals on ratings of occupational prestige and desirability.
Journal of Personality and Social Psychology, 29 (January 1974), 86-89.

To examine the effects of increased occupational participation by women, male and female college students were led to believe that five high-status professions would sustain increasing proportions of women. Ratings of occupational prestige and desirability decreased in four of the professions, and the decrease did not differ for ratings by male and female subjects.

Occupations
Sex-Role Stereotypes
Status
5.0

51019

Vrchota, Janet
Women in design.
Design and Environment, 5 (Spring, 1974), 18-25.

Today, 15% of the nation's 8,000 urban planners are women, but by 1985 the American Institute of Planners seeks to increase this to 40%. In landscape architecture schools, an average of 25% of the students are women. Architects have been more resistant than other design groups to the admission of women. Only 4% of the nation's 35,000 architects are women. In interior design, about 40% are women.

51020

Wahba, Susanne P.
Job satisfaction of librarians: a comparison between men and women.
College and Research Libraries, 36 (January, 1975), 45-51.

The results of this study show that men and women librarians attach the same importance to security, social and self-esteem needs. Women regarded autonomy and self-actualization needs as having lower importance than did the men. Women were more dissatisfied than men in all need categories, except social needs, which were similar for both sexes.

Job Satisfaction
Librarians

51021

Women and the law.
Trial, 9 (November-December, 1973), 10-28.

This compilation of brief articles on women covers the economics of being female, litigation on sex discrimination in employment, women in unions, opinions on the ERA, women and criminal law, and the growth in the number of women law students and lawyers.

Equal Rights Amendment
Labor Unions
Women in Law
1.0, 4.0, 7.5

51022

Yokopenic, Patricia and others
Professional communication networks: a case study of women in the American Public Health Association.
Social Problems, 22 (April, 1975), 493-509.

Assuming that professional associations facilitate communications enabling their members to move both vertically and horizontally in the occupational structure, this article examines the level of participation by women members of the American Public Health Association. Status discrepancies for women were found in membership on the various governing bodies of the APHA, participation in the most prestigious sessions of the official program, and the presentation of female-authored papers. Suggestions for change are presented.

Status
Women in Medicine

5.2 Women in Academia

52001

Abramson, Joan
The invisible woman: discrimination in the academic profession.
San Francisco, Jossey Bass Publishers, 1975. 248pp.

This book argues that the major obstacle to equal employment in academia is the unwillingness of federal officials to enforce the civil rights and antidiscrimination laws. There is a detailed account of HEW's handling of an affirmative action plan at Berkeley and of the author's experiences when she filed a sex discrimination complaint against the University of Hawaii.

Federal Laws
7.0

52002

Bayer, Alan E. and Helen S. Astin
Sex differentials in the academic reward system.
Science, 188 (May 23, 1975), 796-802.

Based on data collected in 1972-73, this study presents estimates, on a national scale, of sex differentials in academic employment and the extent to which equity has been approached since antibias regulations have been in effect. Findings are presented on rank, tenure and salary. Statistical.

Status
4.3

52003

Bell, Carolyn Shaw
Report of the Committee on the Status of Women in the Economics Profession.
American Economic Review, 64 (May, 1974), 519-523.

This report includes a summary of the committee's activities, and statistics on the employment of women economists on university faculties and on the enrollment of women students in economics.

Higher Education
Status
5.1

52004

Bernstein, Merton C. and Lois G. Williams
Professor Higgins' complaint, or the pension treatment of women who refuse to act like men.
Educational Record, 55 (Fall, 1974), 248-256.

Because women live longer than men, a woman with the same degree, salary and years of experience as a man will receive a smaller pension than that man upon retirement. The authors show that this pension practice violates Title VII, and contend that such discrimination can be eliminated by using unisex actuarial tables. The article focuses on TIAA, which is the major pension insurer in higher education.

Benefit Plans
Equal Pay Act
Retirement Plans
Title VII
4.3

52005

Bickel, P.J.
Sex bias in graduate admissions: data from Berkeley.
Science, 187 (February, 1975), 398-404.

Graduate admissions data are examined with various analysis techniques. Aggregate data showed a clear but misleading bias against female applicants. When data were properly pooled it was found that there was a small but statistically significant bias in favor of women.

Educational Opportunities
Graduate Education
3.0

52006

Carnegie Council on Policy Studies in Higher Education
Making affirmative action work in higher education: an analysis of institutional and federal policies with recommendations.
San Francisco, Jossey-Bass Publishers, 1975. 272pp.

This book examines and makes recommendations on the changing status of women and minority faculty members; academic policies under the impact of affirmative action; federal laws and regulations dealing with equal employment opportunities in academia; goals and timetables; problems in the administration of federal programs; grievance and enforcement procedures; and who should have the responsibility of implementing affirmative action. Includes statistical tables, selected documents, and a bibliography.

Affirmative Action
Federal Laws
7.0

52007

Catlin, Jamie Beth and others
Affirmative action: its legal mandate and organizational implications.
Ann Arbor, University of Michigan, Center for the Study of Higher Education, 1974. 75pp.

The first part of this report is on legal aspects of affirmative action and includes historical material, a summary of guidelines and compliance procedures and the implications of affirmative action as they may affect university administrators. The second part deals with the institutional response, such as personnel policies and hiring practices. It provides basic information on affirmative action in academia.

Affirmative Action

52008

Centra, John
Women, men and the doctorate.
Princeton, N.J., Educational Testing Service. 1974, 214pp.

The major purpose of this study is to describe the current status and professional development of a sample of women doctorates and to compare them to a sample of men who have attained the same educational status. Among the findings are: (1) women are employed full time on an average of 78 percent of the time since obtaining the doctorate, compared to 95 percent for men; (2) the average number of articles published was 15 for men and 9 for women; (3) income patterns indicate slight differences in the early years in favor of men, but larger differences with time; (4) women doctorates were less likely to marry than were their male counterparts. It includes a list of references, the questionnaires used, and comments from respondents, and is an interesting, thorough study of the subject.

Career Development
Doctoral Degrees
Employment Patterns
Family Status
Job Satisfaction
Marital Status
Women's Rights
4.3, 5.1

52009

Combatting role prejudice and sex discrimination: findings of the American Economic Association Committee on the Status of Women in the Economics Profession.
American Economic Review, 63 (December, 1973), 1049-1061.

This report includes a discussion of role prejudice as on economic problem and the Committee's guideline to obviate role prejudice and sex discrimination against women economists.

Sex-Role Stereotypes
Status

52010

Ducey, Walter J.
Equal employment opportunity comes to the campus.
Journal of the College and University Personnel Association, 25 (January,1974), 1-13.

The author discusses the implications of Title VII, EEOC, and court decisions as they affect campus employment policies in the areas of recruitment testing, hiring, promotions, quotas, discharge, and maternity leave. Recommendations for developing an affirmative action problem are included.

Affirmative Action
EEOC Decisions
Higher Education
Maternity Leave
Title VII
7.0

52011

Ezorsky, Gertrude
The fight over university women.
New York Review of Books, 21 (May 16, 1974), 32-39.

This article discusses the employment of women in higher education and reviews the arguments of some scholars against HEW's requirements and tactics. The development of Columbia University's affirmative action program is described in detail.

Affirmative Action
U.S. Department of HEW

52012

Furniss,W. Todd and Patricia Albjerg Graham, eds.
Women in higher education.
Washington, D.C., American Council on Education, 1974. 366 pp.

The analyses and suggestions of 38 leaders in education, feminism, foundations, law and government are collected to set the contexts for decisions in higher education concerning women students, faculty members, and administrators. The consensus is that the conscious and unconscious practices of men hinder women in their endeavors. Impediments to motiavation, productivity and careers and the cost effectiveness of women professionals are discussed by several experts.

Educational Opportunities
Employment Opportunities
5.1

52013

Gittell, Marilyn
The illusion of affirmative action.
Change, 7 (October, 1975), 39-43.

The author reviews the history of affirmative action since the late 1960's and concludes that the university community has not responded to the issue and has retreated from earlier commitments and long range goals. She believes affirmative action has become a limited response to a series of individual complaints, that class-action suits represent the only continued pressure, and negotiated settlements sidetrack larger issues for correction of past inequities.

Affirmative Action

52014

Howe, Florence, ed.
Women and the power to change.
New York, McGraw Hill, 1975. 182 pp.

Four women in academia give accounts of their careers and make recommendations for change. The editor, in the concluding chapter, urges development of women's power in areas where they are most numerous -- teaching, nursing, and sociology. Readable and well-documented.

Career Development
Sex-Role Stereotypes
Women in Law

52015

Johnson, George E. and Frank P. Stafford
The earnings and promotion of women faculty.
The American Economic Review, 64 (December, 1974), 888-903.

This paper examines: (1) the extent of the male-female salary and promotion differential for Ph.D.s in academic employment by field of specialization; (2) the extent to which lifetime choice of training and earning versus nonmarket work in the household influences the differential. Among the findings are: (1) the academic salaries of females start out at slightly less than those of males and then decline to result in a fairly substantial differential after a number of years of potential experience; (2) over a thirty-five year work life, roughly two-fifths of the wage disadvantage is attributable to discrimination and three-fifths to human capital differences. Based on data from the National Science Foundation, this paper presents interesting information on the status of women in academia.

Discrimination
Family Responsibilities
Labor Force Participation
4.3

52016
Johnson, Shelia K.
It's action, but is it affirmative?
New York Times Magazine, (May 11, 1975), 18-20.

An account of the development of the University of California,Berkeley's affirmative action plan, this article includes the negotiations between the university and HEW, the university's problems in finding a relevant availability pool for professors, and the impact the plan will have on university hiring and administration.

Affirmative Action
Executive Orders
Hiring Practices
OFCC
U.S. Dept. of HEW
7.0

52017
Kimmel, Ellen
Status of women in the psychological community in the Southeast: a case study.
American Psychologist, 25 (July, 1974), 519-540.

The status of academic women psychologists--graduate students, experimenters, scholars, and clinicians--is discussed. Their rate of job change is also examined, and found to be substantially the same as that of males.

Psychology
Status
5.1

52018
Lester, Richard A.
Antibias regulations of universities: faculty problems and their solutions.
New York, McGraw Hill, 1974, 168 pp.

The author supports the goals of government to end bias in the consideration of women and minority faculty, but he questions the affirmative action policies characterized by numerical hiring and promotion goals. He believes that the supply of females and minorities with the Ph.D. is inadequate, both in numbers and quality. The author's program for government enforcement of nondiscrimination in faculty employment is included, as are his opinions on the main defects in the affirmative action program.

Affirmative Action
Labor Supply

52019

Martin, Thomas W. and others
The impact of dual-career marriages on female professional careers: an empirical test of a Parsonian hypothesis.
Journal of Marriage and the Family, 37 (November, 1975), 734-742.

This study examines the effects, apart from sex, that marriage to a professional colleague has upon the career patterns of female sociologists. Career patterns were compared between sociologist husbands, their sociologist wives and other female sociologists on the basis of: (1) possession of Ph.D.; (2) achievement of academic rank; (3) frequency of promotion; (4) degree of employment; (5) career longevity. Findings deny Parson's earlier theory and support the hypothesis that marriage to a professional colleague promotes productive interaction between the spouses relevant to the profession, thus promoting the successful development of the wife's career.

Career Development
Dual-Career Families
Working Wives
5.1

52020

Modern Language Association. Commission on the Status of Women
Academic women, sex discrimination and the law.
New York, Modern Language Association, 1975. 30 pp.

This pamphlet provides an overview of the legal resources available to academic women, both for individuals who have experienced discrimination and groups organizing to deal with patterns of discrimination in educational institutions. It also suggests strategies to use in confronting sexism in academia.

Federal Laws
Higher Education Act of 1972
7.0

52021

Modern Language Association. Committee on the Status of Women
Unladylike and unprofessional: academic women and academic unions.
New York, Modern Language Association, 1975. 54 pp.

This compilation of articles, mostly by women involved in academic unions, is intended to report on the way in which collective bargaining can be used to make gains for women. It relates experiences of women working within unions, the nature of collective bargaining in academia, and political strategies necessary to make changes for women. The articles are brief and readable, and for the most part, informative.

Labor Unions
4.4

52022

Reagan, Barbara B. and Betty J. Maynard
Sex discrimination in universities: an approach through internal labor market analysis.
AAUP Bulletin, 60 (March, 1974), 13-21.

A salary study at Southern Methodist University focused on two aspects of the internal labor market in universities in determining if sex discrimination exists: (1) differences among departments in the entrance rate; (2) policies on promotion and salary increases. Salaries of individual women were found to be five to fifty percent less than the average for comparable men. Reasons for the salary discrepancies are probably due to unconsciously narrow perceptions of women's roles and the peculiar relationship of many women to the external labor market.

Discrimination
Equal Pay
Higher Education
4.3

52023

Richardson, Betty
Sexism in higher education.
New York, The Seabury Press, 1974. 221 pp.

The problems of women in pursuing a career in education are discussed. Among the issues included are sex stereotyping in childhood and in the schools, chauvinism towards women students in academia, the attitudes toward women who do pursue careers in academia, and the ways in which women are combating sex discrimination. Although much of the book is anecdotal, it is documented.

Career Barriers
Discrimination
Sex-Role Stereotypes
Societal Attitudes
4.5

52024

Rigby, Sandra
The work may be equal, but is the pay?
Journal of the College and University Personnel Association, 25 (January, 1974), 14-21.

The author presents and evaluates the implications of the Equal Pay Act for college and university faculty and suggests that the institutions of higher education within each state pool their resources to develop uniform criteria for the adjustment of salary inequities.

Equal Pay Act
Higher Education
4.3

52025

Rossi, Alice S. and Calderwood, Ann, eds.
Academic women on the move.
New York, Russell Sage Foundation, 1973, 560 pp.

This sourcebook on women in American higher education includes chapters on recruitment and training of women students, career development from student to faculty status, the current status of women in academia, and the political action underway to remedy sex discrimination. A summary chapter by Rossi reviews the highlights of the book and discusses the outlook for women in higher education. Most of the entries are well-documented, and there is a detailed subject index.

Affirmative Action
Black Women
Career Development

Occupational Segregation
Sex-Role Stereotypes
Training
Women's Studies
WEAL
3.0

52026

Sandler, Bernice
Women on the campus and collective bargaining: it doesn't have to hurt to be a woman in labor.
Journal of the College and University Personnel Association, 25 (April, 1974), 82-89.

The author believes that with the advent of collective bargaining on campus, women have a new weapon to use to end discrimination, since unions are forbidden by Title VII and the NLRA from discriminating on the basis of sex.

Discrimination
Executive Orders
Labor Unions
NLRA
Title VII
4.4

52027

Schlossberg, Nancy K.
The right to be wrong is gone: women in academe.
Educational Record, 55 (Fall, 1974), 257-262.

The current status of female students and faculty is reviewed and the psychological barriers that hamper women, including the role that top administrators play in reinforcing these barriers, are discussed.

Psychological Barriers
Sex Roles

52028

Schuck, Victoria
Sexism and scholarship: a brief overview of women, academia and the disciplines.
Social Science Quarterly, 55 (December, 1974), 563-585.

This chronology examines American feminism and its impact upon academia and the social sciences in three periods: (1) from the late eighteenth century up to the Civil War; (2) from after the Civil War to 1920; (3) from the 1960's to the present. The paper serves as an introduction to a symposium on the effects of male domination upon the development of the social sciences.

Feminism
Higher Education
History of Feminism
History of Women's Education
Social Sciences
1.0, 3.0

52029

Seabury, Paul
HEW & the universities.
Commentary, 53 (February,1972), 38-44.

The development of affirmative action and the implications of the program for universities are related. The author believes that compliance will compel remodeling of universities' criteria of recruitment, their ethos of professionalism and their definition of standards of excellence. Refusal to comply will result in their destruction.

Affirmative Action
U.S. Department of HEW

52030

Smith, Georgina
Faculty women at the bargaining table.
AAUP Bulletin, 59 (December, 1975), 402-406.

The author notes the growing acceptance of collective bargaining in higher education, the increasing strength of feminist organizations on and off campus, and the applicability of federal antidiscrimination laws since 1970. She presents a case study of the successful use of collective bargaining to remedy pay inequities against women faculty members at Rutgers University.

Equal Pay
Federal Laws
Labor Unions
4.4

52031

The status of women at the City University of New York: a report to the Chancellor.
New York, City University of New York. 1972. 242 pp.

This report assesses the extent of sex discrimination at the 20 institutions composing the CUNY system. It reviews the status of women in administration, as faculty members, in academic decision making, and notes the enrollment patterns of women students. Recommendations.

52032

Steinbach, Sheldon E.
Equal employment opportunity on campus: issues in 1974.
Journal of the College and University Personnel Association, 25 (July-August, 1975), 1-9.

The author discusses the ramifications of recent cases and federal regulations and cites real and potential problems in the areas of maternity and retirement benefits. Statistics as evidence of discrimination, confidentiality of records, test validation, employee selection, and equal pay are discussed.

Discrimination
Federal Laws
Title VII
7.0

52033

Theodore, Athena
Academic women in protest.
Expanded version of a paper presented at the annual meeting of the Society for the Study of Social Problems, New York, New York, 1973. 79 pp.

This analysis is based on published and unpublished information on sex discrimination in academia as well as a sample of 65 cases of academic women obtained from a pilot survey. Patterns of response to sex discrimination are examined along with the effects of protest on the individual and the institution, the accomplishments and failures derived from women's protests, and corrective actions that should be taken by government agencies and professional associations.

Discrimination

52034

Wolfe, Julie C., and others
Sex discrimination in hiring practices of graduate sociology departments: myths and realities.
The American Sociologist, 8 (November, 1973), 159-168.

Differences based on sex were found in the rank and salary of women, particularly for women who received their degrees before 1969. The authors see evidence of emerging parity for more recent Ph.D. recipients. They believe the disparity of female recruits to graduate work in sociology is a major problem, and requires more attention than staffing practices. The article is followed by a comment from the ASA Committee on the Status of Women in Sociology.

Hiring Practices

52035

Women on campus: the unfinished liberation.
Change Magazine, New Rochelle, New York, 1975; 256 pp.

This compilation of essays from Change Magazine includes material on the position of women in higher education, changes that are occurring, accounts of women who have successful careers in higher education, women at the Seven Sisters Schools, and women who have returned to college. Much of it consists of first person descriptions, and with a few exceptions, it is chatty in style.

5.3 Women in Management

53001

Bartol, Kathryn and Robert A. Bartol
Women in managerial and professional positions: the United States and the Soviet Union.
Industrial and Labor Relations Review, 28 (July, 1975), 524-534.

Women in the U.S. and the Soviet Union are compared in terms of their labor force participation, professional position, managerial positions, and earnings. The results indicate that Soviet women have made greater progress in the attainment of professional positions, but that there are fewer differences in managerial occupations. Soviet women and men receive the same wages for the same jobs, but women do not have equal access to high-paying positions. The authors conclude that many employment problems persist for Soviet women and that the USSR perhaps has been overrated as a model of employment equality.

International Studies
Labor Force Participation
4.3
5.1

53002
Basil, Douglas Constantine
Women in management
New York, Dunellen Publishing Co., 1972. 124pp.

Questionnaires were mailed to male and female executives in 2000 organizations, including companies and public agencies, in order to determine the barriers to the promotion of women into managerial positions. The findings present the personnel practices of the organizations regarding women in management and reveal the opinions and attitudes of the respondents toward women in management. Well documented. Bibliography.

Advancement Barriers
Employer Attitudes
Personnel Management
Women in Business
4.5

53003
Boyle, Barbara
Equal opportunity for women is smart business.
Harvard Business Review, 51 (May-June, 1973), 85-95.

The author, a management consultant, presents ten basic components of an affirmative action plan: establishing responsibility; problem definition; executive involvements; identification and tracking; job restructuring; setting objectives; recruiting; development and training; management awareness; personnel policies study.

Affirmative Action
Career Advancement
Hiring Practices
Personnel Management
Underutilization of Women
Women in Business

53004

Bulwick, Helen C. and Suzanne R. Elicks
Affirmative action for women: myth and reality.
Berkeley, University of California, Institute of
Business and Economic Research, 1972. 69pp.

This report is a review and evaluation of the affirmative action programs of twenty-seven publicly-regulated companies in the San Francisco Bay Area. It covers the hiring and promotion of women at the managerial and professional level above first-line supervisor, their current status, career development, and obstacles to their breakthrough into management.

Affirmative Action
Career Barriers
Career Development
Federal Laws
Hiring Practices
Sex-Role Stereotypes
Women in Business

53005

Chapman, J. Brad and Fred Luthans.
The female leadership dilemma.
Public Personnel Management, 4 (May-June, 1975),
173-179.

This article makes a comprehensive analysis of what is currently known about female leadership, emphasizing research-based contributions. Among the conclusions is that there is no significant difference between male and female leadership styles, but there is a difference in leadership behaviors. Also, neither males nor females have a very high opinion of female leadership capabilities. Suggestions are offered to improve the effectiveness of female leaders.

Sex-Role Stereotypes
Social Attitudes
4.5

53006

Di Marco, Nicholas and Susan E. Whitsitt
A comparison of female supervisors in business and government organizations.
Journal of Vocation Behavior, 6 (April, 1975), 185-196.

This study compares perceptions of the organizational structure, life style, interpersonal need orientations, and leadership styles of female supervisors in business and government organizations. The findings are discussed in terms of individual-organization congruity and organizational socialization.

Life Style
Women in Business
4.2, 5.4

53007

Fogarty, Michael P., and others
Women in top jobs: four studies in achievement.
London, George Allen and Unwin Ltd., 1971. 328pp.

This study examines British women in managerial and professional positions in three types of occupational situations in the public and private sectors: (1) the independent professional practitioner or head of a business who controls her own time and is responsible for her own decisions; (2) the entrepreneurial bureaucrat in a policy-making position in a large company; (3) the professional employee or manager below policy-making level. Several issues discussed are relevant to all working women. These include career training and development, attitudes toward women in top jobs, and reasons why it is difficult for women to advance into senior positions.

Advancement Barriers
Career Development
Career-Marriage Conflict
Sex-Role Stereotypes
Women in Business
Women in Government
5.1

53008

Fretz, C.F. and Joanne Hayman
Progress for women--men are still more equal.
Harvard Business Review, 51 (September-October,1973), 133-142.

Based on a survey of female employment among twenty large companies, the authors found that young males are considered better risks for entry-level managerial training positions than young females because businesses believe that women are not sufficiently committed to their work and are not ready to accept responsibility. Also, business has not been significantly affected by EEO demands for women because the government and consumers have not applied economic threats. The article discusses problems involved in increasing the utilization and employment of women and offers suggestions to these problems.

Affirmative Action
Employer Attitudes
Hiring Practices
Underutilization of Women
Women in Business
5.1

53009

Ginzburg, Eli and Alice M. Yohalen, eds.
Corporate lib: women's challenge to management.
Baltimore, Johns Hopkins University Press, 1973. 153 pp.

A collection of papers presented at a 1971 conference held by Columbia University, this book includes material on the demographic factors that have affected women's labor force participation, sex discrimination in higher education, the impact of women's entry into management positions on their home lives, and a description of the government's affirmative action program. This is a valuable collection, but the lack of a subject index greatly limits its use.

Affirmative Action
Career Aspirations

Career Barriers
Career-Marriage Conflict
Changing Role of Women
Child Care
Discrimination
Employer Attitudes
Family Responsibility
Higher Education
Women in Business
Working Wives
4.0

53010

Gordon, Francine E. and Myra H. Strober
Bringing women into management.
New York, McGraw-Hill, 1975. 168 pp.

Based on a 1974 conference at the Stanford University Graduate School of Business, this book includes analyses by psychologists, sociologists, economists, and lawyers of the difficulties encounted in integrating women into the business world. Recruitment and hiring policies and the all-male exclusivity of the executive world are discussed as the major obstacles to women, but the contributors generally foresee an optimistic future for aspiring female executives.

Career Barriers
Women in Business

53011

Heinen, J. Stephen, and others
Developing the woman manager.
Personnel Journal, 54 (May, 1975), 282-286.

The authors describe a training program for women managers, which they base on five assumptions: (1) women need to raise their self-esteem as managers; (2) women need to learn new behaviors for managing interpersonal conflict; (3) women need to develop leadership and team-building skills; (4) women need help with career planning; (5) training for women only is desirable initially.

Career Planning
Training
Women in Business
3.0

53012

Lynch, Edith M.
The executive suite - feminine style.
New York, AMACOM, a division of the American
Management Association, 1973. 258 pp.

Women in middle and top management answer questions and express opinions about women in business. It is chatty in style and there is no index to the points covered.

Women in Business

53013

Martin, Virginia H.
Recruiting women managers through flexible hours.
Advanced Management Review, 39 (July, 1974), 46-53.

The four-day week and flextime are discussed as variations for full-time workers, and part-time specialists, job-pairing, job-sharing, the split-level job, and the split-location job are suggested for part-time employees. The author sees the main advantage of flexible hours as opening more opportunities for women, but suggests that men may also be interested in variations in their work schedules. A list of flexible-hour employment services is included.

Employment Patterns
Part-Time Employment
4.0

53014

Mathis, Marilyn and David H. Jones
Finding more women and minorities for management level jobs.
Banking, 66 (March, 1974), 94-100.

Based on EEOC data covering 36,832 firms, including 2845 banks, with written affirmative action programs, this article presents information on the potential supply of female and minority-group managers. A table shows that there are not enough women and minorities, either within the firms or from outside sources, to correct employment imbalances in management positions. Data is given for white, black and Spanish-surnamed women.

Affirmative Action
Black Women
Labor Supply
Mexican-American Women

53015

Miner, John B.
Motivation to manage among women: studies of business managers and educational administrators.
Journal of Vocational Behaviors, 5 (October, 1974), 197-208.

In studies undertaken in a department store and four school districts, managerial motivation was found to be significantly related to the success of female managers, but no consistent differences in the managerial motivation of male and female managers were found.

Motivation
Women in Business

53016

Miner, John B.
Motivation to manage among women: studies of college students.
Journal of Vocational Behavior, 5 (October, 1974), 241-250.

Studies were conducted among college students to determine if there were male-female differences in the motivation to manage. No differences were found among education students, but females in business administration and the liberal arts had lower managerial motivation scores than the comparable males. These findings are discussed in terms of their relationships to sex discrimination, prospective managerial talent shortages, and the vocational guidance of female college students.

Motivation
6.1

53017

Morrison, Robert F. and Maria-Luise Sebald
Personal characteristics differentiating female executive from female non-executive personnel.
Journal of Applied Psychology, 59 (October, 1974), 656-659.

Thirty-nine pairs of subjects, matched on age, education, work site, and length of employment were differentiated on level achieved. The executive group was significantly higher in: (1) the self-esteem component of need for achievement; (2) mental ability; (3) the need for power. Significant differences between the pairs were not found in variables designed to contrast early socialization processes, marital environment and the need for affiliation.

Socialization
Women in Business
4.2

53018

O'Leary, Virginia E.
Some attitudinal barriers to occupational aspirations in women.
Psychological Bulletin, 81 (November, 1974), 809-826.

A review of the literature on attitudinal barriers to achievement-directed behavior is presented. Some of the factors--societal sex role stereotypes and attitudes toward competency in women--are external. Internal factors include fear of failure, low self-esteem, and role conflict. Implications for further research and application of these findings are discussed. An extensive list of references is included.

Achievement Motivation
Career Barriers
Role Conflict
Sex-Role Stereotypes
Societal Attitudes
4.5

53019

Reif, William E. and others
Exploding some myths about women managers.
California Management Review, 17 (Summer, 1975), 72-79.

Based on the authors' research, this article reaches several conclusions about women managers: (1) men and women managers are more similar than dissimilar in their feelings about the organizational climate in which they work; (2) women tend to view the organization as an integrated whole, and do not make such sharp distinctions between the formal and informal, as men do; (3) decisions made about women on the basis of their sex, without considering individual factors, are likely to be wrong; (4) special training is needed for those persons who think women are incapable of managing, rather than for women managers.

Women in Business
4.5

53020

Rogalin, Wilma C. and Arthur R. Pell
Women's guide to management positions.
New York, Simon and Schuster, 1975. 149 pp.

The purpose of this book is to help women achieve higher-status and higher-paying management positions. It includes a self-evaluation guide and employment guidelines for currently employed women who are seeking advancement, women who have raised families and want to re-enter the labor force, and young college-educated women who are seeking a career. Legal restraints on sex discrimination in employment are also explained. The appendices include a state-by-state listing of career counseling services and a projection of employment opportunities for women in the 1970's. Informal in style.

Career Counseling
Career Development
Women in Business
3.1

53021

Rosen, Benson and others
Dual-career marital adjustment: potential effects of discriminatory managerial attitudes.
Journal of Marriage and the Family, 37 (August, 1975), 565-572.

This research examines how managerial stereotypes are reflected in decisions that discriminate against female employees. The results showed a pattern of discrimination based upon: (1) skepticism about women's abilities to balance work and family demands; (2) less organizational concern or interest in the careers of women compared to men. The impact of these findings on dual-career marital adjustment is discussed.

Career-Marriage Conflict
Dual-Career Families
Employer Attitudes
Sex-Role Stereotypes
Women in Business
4.5

53022

Rosen, Benson and Thomas H. Jerdee
Effects of applicant sex and difficulty of job on evaluations of candidates for managerial positions.
Journal of Applied Psychology, 59 (August, 1974), 511-512.

This experiment investigates and confirms the influence of sex-role stereotypes on evaluation and selection of candidates for managerial positions. Male applicants are accepted more frequently and evaluated more favorably than equally qualified female applicants. Job demands have differential effects on evaluations of applicants, with lowest acceptance rates and poorest evaluations given female applicants for "demanding" managerial positions.

Hiring Practices
Sex-Role Stereotypes
Women in Business
4.5

53023

Rosen, Benson and Thomas H. Jerdee
Sex stereotyping in the executive suite.
Harvard Business Review, 52 (March-April, 1974), 45-58.

In an attempt to determine the extent to which unintended bias can influence the decisions of a manager, the authors conducted a survey experiment among Harvard Business Review subscribers in management positions. The survey revealed that, unconsciously, managers often make personnel decisions based on traditional sex-role concepts, despite changes in policies on the employment of women. The survey also found that there is a greater organizational concern for the careers of men than there is for those of women, and that there is a degree of skepticism about women's abilities to balance work and family demands. The survey method is particularly interesting.

Personnel Management
Sex-Role Stereotypes
Social Attitudes
Women in Business
4.5

53024

Schein, Virginia Ellen
Relationships between sex-role stereotypes and requisite management characteristics among female managers.
Journal of Applied Psychology, 60 (June, 1975), 340-344.

Within a sample of female managers, the results of this study confirmed the hypothesis that successful middle managers are perceived to possess those characteristics, attitudes and temperaments more commonly ascribed to men in general than to women in general. The results imply that female managers are as likely as male managers to make selection, promotion and placement decisions in favor of men and that acceptance of stereotypical male characteristics as a basis for success in management may be a necessity for women seeking to achieve in the current organizational climate.

Advancement Barriers
Personnel Management
Sex-Role Stereotypes
Social Attitudes
4.2, 4.5

53025

Schwartz, Eleanor Brantley
The sex barrier in business.
Atlanta, Georgia State University, 1971. 116 pp.

Surveying the attitudes of business executives toward women in top management positions, the author's conclusions are: (1) the majority of women in management are at the first level; (2) utilization of women in line and staff management positions has changed little since the enactment of Title VII; (3) women have made the greatest penetration into management in production, accounting, sales, and general administration; (4) discrimination against women does exist. The book includes a historical review of the social and economic roles of women and a discussion of the impact of Title VII.

Employer Attitudes
Title VII
Women in Business
2.0, 4.5

53026

Shepherd, William and Sharon Levin
Managerial discrimination in large firms.
Review of Economics and Statistics, 55 (November, 1973), 412-422.

Based on data from 174 large industrial operations, the authors used regression analysis to test hypotheses about the determinants of hiring and promoting women into high-level white collar positions. The conclusions showed that women were disproportionately underrepresented in the upper echelon jobs in the firms studied relative to all firms in the economy and that this situation deteriorated between 1966 and 1970. The results also suggested that as the proportion of women in the firm's work force increased, women as a percent of management declined. Local area supply factors and the measures of a firm's market power were found to be irrelevant.

Hiring Practices
Occupational Segregation

53027

Stead, Bette Ann
Real equal opportunity for women executives.
Business Horizons, 17 (August, 1974), 87-92.

The author believes the following methods would help make equal opportunity for women a reality: implementing a specific progress program for each woman employee; reviewing each woman's job preparation and promotion schedule; identifying each woman's aspirations within a company and matching them to future job openings; placing women on each task force appointed to deal with company problems.

Affirmative Action
Career Development
Women in Business

53028

Stead, Bette Ann
Women's contributions to management thought.
Business Horizons, 17 (February, 1974), 32-36.

This article reviews some of the past and present contributions made by women to the field of management. The coverage on each woman is brief.

53029

U.S. Commission on Civil Rights
Minorities and women as government contractors.
Washington, D.C., U.S. Commission on Civil Rights,
1975. 189 pp.

Minorities receive less than seven-tenths of a percent of the $120 billion spent annually by federal, state and local governments for contracts, and the identifiable share of contracts awarded to firms owned by females is imperceptible. Minority and female-owned firms receive such a small amount of money because: (1) they are heavily concentrated in wholesale, retail and service classifications, which are unlikely to produce goods or to provide services purchased by the government; (2) they have difficulty in obtaining information on contracting opportunities in time to submit bids; (3) they have insufficient working capital necessary for effective marketing and bidding; (4) they encounter skepticism among contracting officials regarding their ability to perform adequately on government contracts. Recommendations are included.

Black Women
Executive Orders
Federally Assisted Programs
Women in Business
7.0

5.4 Women in Public Employment

54001

Bloch, Peter B. and Deborah Anderson
Policewomen on patrol: final report.
Washington, D.C., The Urban Institute, 1974. 77 pp.

This report is an evaluation of a police department's first attempt to assign a sizeable number of women to regular police patrol duties. The main questions addressed are: (1) the appropriateness, from a performance viewpoint, of hiring women for patrol assignments on the same basis as men; (2) the advantages or disadvantages arising from hiring women on an equal basis for patrol work; (3) and the effect of using a substantial number of policewomen on the nature of police operations. The study used a broad range of measures and the findings generally support the use of women on patrol.

Job Performance
Women in Government
Women in Law
4.5

54002
Lamber, Julia C. and Victor L. Streib
Women executives, managers and professionals in the Indiana Criminal Justice System.
Indiana Law Review, 8 (No. 2, 1974), 297-372.

This study includes Indiana law enforcement, court, and correction officials. There is a general discussion on working women, an examination of the specific statutory requirements for employment in the ICJS and its discriminatory effects and recommendations for an affirmative action program.

Women in Law
4.0, 5.1, 5.3, 7.5

54003
Milton, Catherine Higgs
Women in policing: a manual.
Washington, D.C., The Police Foundation, 1974. 60 pp.

This manual is intended as a guide to police agencies and municipal governments in the successful recruitment, training and use of policewomen. It is based on survey information on women in policing and the obstacles in keeping women from participating fully and effectively in police service are emphasized.

Career Barriers

54004
National League of Cities
Women in municipal government.
Washington, D.C., National League of Cities and United States Conference of Mayors, 1974. 89 pp.

This publication presents viewpoints on the expanding role of women in the local political process as both administrators and as local elected officials.

Politics
Women in Government

54005

Samuels, Catherine
The forgotten five million: women in public employment - a guide to eliminating sex discrimination.
New York, Women's Action Alliance, 1975. 298 pp.

Laws and regulations prohibiting discrimination in public and private employment are described, with an emphasis on sex discrimination. The book explains how to identify and document sex discrimination, how to compile and analyze work force statistics, and how to use this information to improve the status of women in the public sector.

7.0

54006

U.S. Civil Service Commission. Bureau of Manpower Information Systems
Study of employment of women in the federal government, 1972
Washington, D.C., U.S. Government Printing Office, 1973. 239 pp.

Statistical information is presented on full-time federal civilian white-collar employment by agency, grade or salary equivalency, sex and occupation, for October 1972 and for previous years. Among the findings are: (1) the number of women in the federal work force studied increased by 2.6 percent, compared to 1 percent for men; (2) nearly half of the gain occurred in the medical, hospital, dental and public health occupations; (3) from 1967-1972 the number of women at GS grades 7 and above has increased by 37.3 percent compared to 16.4 percent by men. This is an annual report.

Employment Patterns
Federal Employment
4.1, 4.3, 5.0

54007

U.S. Equal Employment Opportunity Commission
Minorities and women in state and local government, 1973. U.S. Summary, Vol. 1
Washington, D.C., U.S. Equal Employment Opportunity Commission. 1974. 197 pp.

Based on data from EEOC reports filed by over 5,000 state and local governments, excluding education, this volume contains statistics on employees by six race/ethnic groups and sex, function of government, salary group, and job category. Among the findings for women are: (1) women represented 35 percent of all employees, but their proportion varied considerably by race/ethnic group; (2) approximately three-fourths of all women were employed in four functions of government-hospitals and sanatoriums, financial administration, health, and public welfare; (3) the two lowest paying job categories - office and clerical and paraprofessional - were overwhelmingly female; (4) women were least represented in townships and municipalities. The report is a valuable statistical source.

Asian-American Women
Black Women
Ethnic Differences
Mexican-American Women
Part-Time Employment
4.1, 4.3, 5.0, 5.5, 6.4

5.5 Women in Clerical, Sales and Service Occupations

55001

Benet, Mary Kathleen
The secretarial ghetto.
New York, McGraw-Hill, 1973. 181 pp.

Using examples from Britain and the U.S., this book examines the history of female clerical workers and the psychological and social factors which have created the secretarial ghetto. The author assesses the impact and potential effects of new styles of management, the growth of white collar unions, legislation and the women's movement. She concludes that there will be no immediate changes in the working conditions of female clerical workers.

Occupational Segregation
Sex-Role Stereotypes
Societal Attitudes
4.5

55002

Bognanno, M.F. and others
The short-run supply of nurses' time.
Journal of Human Resources, 9 (Winter,1974), 80-94.

With demographic factors held constant, the authors found that the most important economic variable affecting a married nurse's decision to work or not to work was her husband's earnings. The probability of her participating in the labor force was not found to be significantly related to the wage rate. To increase the flow of services from the present supply of nurses, the authors suggest child care programs, refresher courses for older nurses, and a concerted wage policy. Statistical.

Labor Force Participation
Nursing
Reasons Women Work
Work Commitment
Working Wives
5.0

55003

Bowen, Donald B.
Work values of women in secretarial-clerical occupations.
American Journal of Community Psychology, 1 (January-March, 1973), 83-90.

Data collected from 129 women attending a National Secretaries Association meeting confirmed two original hypotheses: (1) women tend to value "mastery/achievement" in work; (2) these women were relatively inaccurate in predicting how other women would respond. The data also reveal two clusters in terms of work values - mastery/achievement values and other items indicative of needs for competence and variety, and "economic" and "independence" values.

Achievement Motivation
Work Commitment

55004

Gannon, Martin J.
A profile of the temporary help industry and its workers.
Monthly Labor Review, 97 (May, 1974), 44-49.

Most of the jobs available to temporary help are in the clerical sector, and most of the temporary clerical workers are women. This article includes a profile of the industry, a profile of the clerical temporary employee, labor supply in the industry, attitudes of employers, and attitudes of the temporary workers.

Employer Attitudes

Employment Agencies
Employment Patterns
Occupations
Part-Time Employment
4.2

5.6 Women in Skilled, Semiskilled, and Unskilled Trades

56001

Hearn, H.L. and Patricia Stoll
Continuance commitment in low-status occupations: the cocktail waitress.
The Sociological Quarterly, 16 (Winter, 1975), 105-114.

This descriptive account of the life and work of cocktail waitresses reveals that while they may start the job with a value commitment, as they remain in it they develop a forced or continuance commitment in which they perceive a change in jobs as financially impossible. The authors suggest that continuance commitment can account for persons remaining in other low-status occupations with few, if any, intrinsic rewards.

Job Satisfaction
Work Commitment

56002

Hedges, Janice Neipert and Stephen E. Bemis
Sex stereotyping: its decline in the skilled trades.
Monthly Labor Review, 97 (May, 1974), 14-22.

Women in the skilled trades are discussed in terms of their number, age and education. The social, legal, economic and psychological factors that have contributed to the increase of women into skilled jobs since the mid-1960's are also presented. The authors predict that the employment of women in the skilled trades can be expected to increase as widespread reappraisal and rejection of the sex stereotyping of jobs are reflected in institutional changes.

Employer Attitudes
Employment Trends
Federal Laws
Psychological Factors
Sex-Role Stereotypes
Skilled Trades
Social Attitudes
4.2, 5.4, 7.0

56003

Mattila, J.P.
The effect of extending minimum wages to cover household maids.
Journal of Human Resources, 8 (Summer,1973), 365-382.

This paper analyzes the market for maids and predicts the impact that minimum wage laws would have on their employment. It concludes that the demand for maids is highly sensitive to their costs, and maids covered by a high minimum wage could expect problems such as shorter work days, fewer work days, and lower annual incomes. Statistical.

Household Employment
4.3

56004

U.S. Department of Labor. Employment Standards Administration
Private household workers.
Washington, D.C. U.S. Department of Labor, 1974. 45 pp.

A special nationwide survey of private household workers was conducted to provide data to assess the implications of extending coverage to them under the Fair Labor Standards Act. The survey also served as a vehicle to obtain information on the structure and characteristics of the private household work force. Through interviews, information was obtained on wages, hours, number of employers, method of pay and fringe benefits. Other data such as age, sex, race, household status and family income were obtained from questionnaires. An appendix of tables supplements the text.

Black Women
Household Employment
4.1, 4.2, 4.3, 6.4

56005

U.S. Department of Labor·Women's Bureau.
Steps to opening the skilled trades to women.
Washington, D.C., U.S. Department of Labor, 1974. 8 pp.

This pamphlet includes steps the employer must take to increase the employment of women in the skilled trades, the ways in which women can be better utilized once they are hired, what unions can do to open the skilled trades to women, what women themselves can do, and examples of special apprenticeship programs that are underway for women.

Apprenticeships
Employment Opportunities
Labor Unions
Training
3.2, 4.4

60001

Bebbington, A. C.
Function of stress in the establishment of the dual-career family.
Journal of Marriage and the Family, 35 (August, 1973), 530-537

Since an outstanding characteristic of dual-career families is the high degree of stress they experience, this paper examines the reason certain couples adopt this lifestyle. The author concludes that for each of the individuals in the dual-career families there is an origin in his or her early background which create tension with the conventional, normative family pattern, and which in combination with the marital partner's orientation provides the conditions for the development of the dual-career family pattern.

Dual-Career Families
Family Responsibilities
4.0, 4.2, 6.2

60002

Cain, Glen G. and others
The labor supply response of married women.
In Final report of the graduated work incentive experience in New Jersey and Pennsylvania.
Madison, University of Wisconsin, Institute for Research on Poverty, 1973.

Part of a larger study on the effects of a negative income tax on the labor supply or work efforts of the working poor, the authors found statistically significant disincentives with respect to labor force participation for white wives but not for Black and Spanish-speaking wives.

Black Women
Ethnic Differences
Labor Force Participation
Poverty
Working Wives
4.2, 6.2, 6.4

60003

Hall, Douglas T. and Francine E. Gordon
Career choices of married women: effects on conflict, role behavior and satisfaction.
Journal of Applied Psychology, 58 (August, 1973), 42-48

This paper considers the conflicts, pressures and satisfactions resulting from three different career choices made by working women: full-time homemaking, part-time employment, and full-time employment. The main hypothesis, that satisfaction would be related to the extent to which women actually did what they ideally prefer to do, was supported in the case of housekeeping but not for full-time or part-time employment. Role involvements and conflicts were greater for workers than housewives, although full-time workers differed from part-timers and were the most satisfied of the three groups.

Career Choices
Job Satisfaction
Part-Time Employment
Role Conflict
Volunteers
Working Wives
4.0, 4.2

60004

Klein, Deborah Pisetzner
Women in the labor force: the middle years.
Monthly Labor Review, 98 (November, 1975), 10-16

Labor force participation rates, work experience, job tenure, industry, occupation, earnings, unemployment, and household roles for women from 25 to 54 years of age are examined. Among the findings are: (1) more than half of the women in the central ages were in the labor force in 1974; (2) the participation rates of women 25 to 44, which are typically the childbearing and childrearing ages, have been converging with the rates of women 45 to 54 so they are now in a narrow range of 52 to 55 percent. Most of the data are for 1974, with some comparative statistics for 1964.

Labor Force Participation
Marital Status
Mature Women Workers
Mobility
Occupations

Unemployment
4.1, 4.2, 4.3, 5.0, 6.2, 6.3

60005
Meyer, J.
Impact of welfare benefit levels and tax rates on the labor supply of poor women.
Review of Economics and Statistics, 57 (May, 1975), 236-238

A sample of 30 to 44-year-old poor women who worked at least one year during the survey year revealed that: (1) the labor supply of poor women depends on the market wage rate adjusted for the implicit welfare tax rate, other potential income (including welfare benefits), and the home wage rate; (2) the net market wage rate is not significantly related to hours worked.

Labor Supply
Poverty
4.3, 6.4

60006
Sheppard, Harold
Age and migration factors in the socioeconomic conditions of urban black and white women. In New perspectives on older workers, 37-70 pp.
Kalamazoo, Michigan, The W. E. Upjohn Institute for Employment Research, 1971. 90 pp.

Based on 1967 data, this article analyzes the relationship between age and the employment patterns of black and white women in urban areas of different population sizes. Among the major findings are: (1) the major gain in labor force participation rates has been by married women in the 20-24 and 35-54-year-old groupings; (2) the participation rate for women in the 55-64 age group is 50 percent of the rate for men of the same age, but is expected to reach 60 percent by 1980; (3) there are distinct differences in employment patterns by age, race and size of the population; (4) older white women have a higher poverty rate than the young, but the reverse was found among blacks. The article contains previously unanalyzed data.

Black Women
Employment Patterns
Labor Force Participation
Marital Status
Mobility
Occupations

Poverty
Status
3.3, 4.2, 6.3, 6.4

60007

Sweet, James A.
The employment of rural farm wives. Discussion paper 124-72.
Madison, University of Wisconsin, Institute for Research on Poverty, 1972. 52 pp.

Based on 1960 census data, this article discusses the nonfarm employment of rural farm wives. Multivariate analysis of both the probability of being currently employed in a nonfarm job and the probability of having received wage salary income during 1959 are presented, and the employment differentials among rural farm wives are compared with those among urban wives. The author speculates on the reasons for observed regional, racial and educational differentials in employment, and on the reasons for the lack of an effect of other family income on employment.

Employment Patterns
Labor Force Participation
Working Wives
4.1

6.1 Teenagers and Youth

61001

Grossman, Allyson Sherman
Women in the labor force: the early years.
Monthly Labor Review, 98 (November, 1975), 3-9

The 1974 labor force activity of women from age 16 to 24 years is examined and compared with 1964. Among the findings are: (1) the number of women under 20 in the labor force has increased nearly 2½ times as fast as the teenage population; (2) the factors accounting for this extraordinary growth in their labor force participation is the increase in the proportion who remain single, the fact that those who are married have fewer children, and the fact that more women with young children held jobs in 1974 than in 1964. There are statistical tables on labor force participation, occupation and unemployment rates.

Labor Force Participation
Marital Status

Occupations
Unemployment
Working Wives
4.1, 4.2, 4.3, 5.0

61002

Parelius, Ann P.
Change and stability in college women's orientations toward education, family and work.
Social Problems, 22 (February, 1975), 420-431

A comparison of two samples of college women revealed that between 1969 and 1973 major shifts toward feminism occurred in their general sex-role orientations, especially on issues dealing with women's economic roles relative to their husbands'. Committment to marriage and motherhood was strong in both samples, but among those intending to combine marriage and motherhood, with a career there was, in 1973, an increase in the percentage planning to combine a career with homemaking and a reduction in the percentage planning to interrupt their careers for child-rearing.

Career Aspirations
Changing Role of Women
Sex Roles
Value Changes
1.0

61003

Parelius, Ann P.
Emerging sex-role attitudes, expectations and strains among college women.
Journal of Marriage and the Family, 37 (February, 1975), 146-153

Questionnaire data are used to assess the attitudes of female college students toward various dimensions of their adult sex roles, their perceptions of men's attitudes toward women's role, the degree to which these attitudes and perceptions have changed between 1969 and 1973, and the possibility that strains are arising from these changes. A shift toward feminism was found in the women's attitudes, but little change occurred in their perception of men as relatively conservative. Strains may be developing as more women adopt attitudes which they believe men reject.

Feminism
Role Conflict

61004

Richardson, Mary Sue
The dimensions of career and work orientation in college women.
Journal of Vocational Behavior, 5 (August, 1974), 161-172

This study indicates that career orientation is a multidimensional construct in which motivation to work and role values are central. Two major orientations toward work were found among those interviewed: career-oriented women deviate from the traditional feminine role in that they have long-term career goals which are central in their future plans; work-oriented women have intergrated their career and homemaking roles and chosen more traditional feminine occupations. They are interested in work, but do not consider it central to their life plans.

Career Aspirations
Career Choices
Career Planning
Life Styles
Motivation
Occupations
Role Perception
Work Committment
3.0, 5.0

61005

Richardson, Mary Sue
Self-concepts and role-concepts in the career orientation of college women.
Journal of Counseling Psychology, 22 (March, 1975), 122-126

The data from this study supports the expectation that women with similar self and homemaker concepts would not be career oriented. No support was found for the expectation that a high degree of similarity between self and career role concepts would be associated with a high level of career orientation. The relationship between self and career concepts and the career orientation variables of desire to work and importance of career and marriage was somewhat stronger for women with high levels of self-esteem and women with a high level of role differentiation.

Career Aspirations
Role Perception
5.0

61006

U.S. Department of Labor. Manpower Administration.
Years for decision: a longitudinal study of the educational and labor market experience of young women. Manpower Research Monograph No. 24. Vol. 2.
Washington, D.C., U.S. Government Printing Office, 1974.
138 pp.

This volume reports changes that have occurred in the personal, educational and labor market experiences of young women in the year since the initial survey. Ninety-six percent of the original sample was reinterviewed, and information is presented on the extent of attrition from the sample between 1968 and 1969, movement within and out of the school system, changes in educational aspirations, and movement among employers and geographic areas. Occupational information is related to enrollment status, family background and labor market variables. The appendices include survey procedures, sampling variations, and interview schedules for 1968 and 1969.

Black Women
Employment Patterns
Mobility
3.3, 4.0, 6.4

61007

Wallace, Phyllis A.
Pathways to work: unemployment among black teenage females.
Lexington, Massachusetts, D.C. Heath and Co., 1974. 111 pp.

Black teenage females constitute one of the most disadvantaged groups in the urban labor market. This study focuses on the supply aspect of the market and attempts to identify the sociopsychological variables which influence their labor market participation. The central finding is that peer group support and reinforcement can be powerful in counteracting some of the negative community and home influences. Recommendations are included.

Employer Attitudes
Labor Force Participation
6.4

6.2 Working Mothers

62001

Cook, Alice
The working mother: a survey of problems and programs in nine countries.
Ithaca, New York, Cornell University, New York State School of Industrial and Labor Relations, 1975. 71 pp.

The author contends that working women have very special needs that cannot be met merely through slogans of equality or piecemeal attempts to introduce equal pay or equal opportunity. She believes these needs are so general as to constitute social problems calling for social solutions. The monograph includes chapters on the number of women who work, the reasons why they work, their education, the types of jobs they hold, child care, national policies toward working women, and women and trade unions. An excellent study, it includes a bibliography.

Benefit Plans
Child Care
International Studies
Labor Unions
Occupations
Part-Time Employment
Underutilization of Women
4.0, 4.3, 4.5

62002

Dickinson, Jonathan
Labor supply of family members. In Five Thousand American Families-Patterns of Economic Progress. Vol. 1, 177-250 pp.
Ann Arbor, University of Michigan, Institute for Social Research, 1974. 2 Vols.

A model of labor force participation and hours of work of married women and of single women with children is presented. For married women, there is a strong positive relationship between wage rates and the number of hours worked, and between educational attainment and labor force participation. But wives' labor force participation and hours of work are negatively related to the husbands' wage rate. In the absence of alternative incomes, single women with children are induced to work full-time at quite low wages. The level of AFDC payments has a strong effect on their labor force participation.

Black Women
Family Characteristics
Head of Household
Labor Force Participation
Labor Supply
Reasons Women Work
Working Wives
3.3, 4.0, 4.2, 4.3

62003

Ditmore, Jack and W. R. Prosser
A study of the day care's effect on the labor force participation of low income mothers. Working Papers.
Washington, D.C., Office of Economic Opportunity, 1973.
113 pp.

This paper reviews existing research and concludes that the provision of day care by itself will lead to only an estimated ten percentage point increase in the labor force participation of low income mothers. The reasons cited for this small increase are: (1) many mothers prefer to care for their own children; (2) many mothers do not see the provision of subsidized day care as substantially increasing their net wage; (3) welfare laws, in some cases, make employment economically unsound; (4) employment increases the already heavy burdens of the mother.

Child Care
Federally Assisted Programs
Labor Force Participation

62004

Dowdall, Jean A.
Structural and attitudinal factors associated with female labor force participation.
Social Science Quarterly, 55 (June, 1974), 121-130

The data in this article show shifting patterns of association between a woman's attitude toward the employment of married women and their own likelihood of being employed. Among married women, the behavior of the more affluent is most closely tied to their approval levels. Family responsibilities do not keep such a woman from working if she wants to. The work rates of lower-income women are most closely associated with the ages of her younger children. Her attitudes toward work are less important than whether she can leave her child-care responsibilities long enough to take a job.

Children
Family Status
Labor Force Participation
Reasons Women Work
Working Wives
4.2

62005

Etaugh, Claire
Effects of maternal employment on children: a review of recent research.
Merrill - Palmer Quarterly, 20 (April, 1974), 71-98

This paper is a critical review of the research from 1963 to 1972 on the effects of maternal employment. Among the findings are: (1) that in infants and preschoolers, the strength of attachment to the mother is a function of the quality and intensity of mother-child interactions, rather than the sheer availability of the mother or the number of care-takers; (2) that elementary school children do not reveal consistent differences in adjustment related to maternal employment; (3) that mothers who are satisfied with their roles have the best adjusted children; and (4) that children of working mothers perceive smaller differences between masculine and feminine roles, and under certain conditions tend to favor a more equalitarian sex-role ideology.

Children

62006

Gramm, Wendy Lee
Household utility maximization and the working wife.
The American Economic Review, 65 (March 1975), 90-100

In this paper disaggregated data on over 400 married school teachers are used to test hypotheses about the influence of children on the woman's labor participation. Among the findings are: (1) the marginal product of women's time in producing home goods is largest for households with young children; (2) the presence of the first child and the effect of the aging of this child are important in explaining the labor supply decision of the wife; (3) the mother of two or three children returns to work more quickly than the mother of one child.

Children
Family Responsibilities

62007

Harrell, Janet E.
Substitute child care, maternal employment and the quality of mother-child interaction
University Park, Pennsylvania, Pennsylvania State University, College of Human Development, 1973. 36 pp.

This study found that (1) maternal satisfaction with substitute child care is not directly related to the quality of mother-child interaction; (2) maternal satisfaction with substitute child care is positively related to maternal work satisfaction; (3) maternal work satisfaction is positively related to the quality of mother-child interaction.

Child Care
Job Satisfaction

62008

Heckman, James J.
Effects of child-care programs on women's work effort.
Journal of Political Economy, 82 (March/April, 1974, Part II), S136-S163.

The economics of tied work payments and methods for estimating the effect of such payments on labor supply are discussed in this paper. The author notes that knowledge of consumer preferences is necessary to estimate child care program effects, and methods are suggested for determining these preferences. Information on hours of work and the decision to work is combined with direct information on the form of child care used by working mothers to estimate the mode of child care mothers select.

Child Care
Labor Force Participation
Labor Supply

62009

Hoffman, Lois W.
Effects of maternal employment on the child: a review of the research.
Developmental Psychology, 10 (March, 1974), 204-228

Research on the effects of maternal employment on the child is reviewed. Findings are organized around five hypotheses: (1) the working mother provides a different role model than does the nonworking mother; (2) employment affects the mother's emotional state, sometimes positively and sometimes negatively, and this, in turn, influences the mother-child interaction; (3) the different situational demands of the working mother affect child-rearing practices; (4) working mothers provide less adequate supervision; (5) the working mother's absence results in emotional and possibly cogenitive deprivation for the child. All but the final hypothesis were supported by accumulated evidence. An extensive list of references is included.

Children

62010

Hoffman, Lois W. and F. Ivan Nye
Working mothers: an evaluative review of the consequences for wife, husband and child.
San Francisco, Jossey Bass, Inc., 1975. 272 pp.

The stresses of maternal employment on women and their families are examined. Apart from the pressures of time and added responsibilities, the negative attitudes toward maternal employment, which is shared by many of the working mothers themselves, has been an additional source of strain. For certain families - such as when the children are adolescent, the mother is highly educated, or the mother is the sole support - maternal employment has a positive effect on the family. Part-time employment is seen as a successful response to the strain of combining household and employment responsibilities.

Career-Marriage Conflict
Children
Family Responsibilities
Part-Time Employment
Working Wives
4.0

62011

Klausner, Samuel Z.
The Work Incentive Program: making adults economically independent.
Washington, D.C., U.S. Department of Labor, Manpower Administration, 1973. 2 Vols.

Focusing on the Work Incentive (WIN) Program, this study is a sociological analysis of welfare mothers and women employed in low-income jobs. Among the findings are: (1) welfare legislation has erred in its failure to recognize life style distinctions among recipients; (2) financial incentives are overrated as a way of attracting women to the WIN program, and too little attention is given to less tangible factors affecting the decision to work.

Federally Assisted Programs
Labor Force Participation
Manpower Development
Poverty
Work Committment

62012

Miller, Joyce D.
The urgency of child care.
The American Federationist, 82 (June, 1975), 1-8

This article presents statistics on the increasing number of working mothers, a history of child care in the U.S., types of care currently provided, and union efforts in setting up programs. A federal commitment to child care is advocated and the legislative recommendations on early childhood education and child care programs, adopted by the AFL-CIO Executive Council in 1975, are included.

Child Care
4.4

62013

Rains, Harry H.
Problems and legalities of maternity leave, child care leave and paid sick leave application.
Journal of Collective Negotiations in the Public Sector, 3 (Fall, 1974), 305-315

This article reviews recent administrative and court decisions regarding pregnancy and child care leaves. School board policy is illustrated by a sampling of relevant clauses from teachers' contracts. The author believes there is a trend toward more individualistic treatment of employees and circumstances.

Child Care
Cohen v. Chesterfield Co. Board of Education

La Fleur v. Cleveland Board of Education
Maternity Leave
7.0, 7.2, 7.5

62014

Saks, Daniel
Public assistance for mothers in an urban labor market.
Research Report Series 118.
Princeton, New Jersey, Princeton University, Industrial Relations Section, 1975. 103 pp.

Focusing on mothers in New York City who are potentially eligible for the AFDC program, this study develops and tests a model of economic choice by which mothers might be expected to decide whether or not to apply for welfare. The findings indicate that potential welfare recipients choose between welfare and other forms of income in a way that is consistent with a rational model of economic choice.

Federally Assisted Programs
Head of Household
Labor Force Participation
Poverty
Reasons Women Work
4.0, 4.3

62015

Shea, John R.
Welfare mothers: barriers to labor force entry.
Journal of Human Resource, 8 (Supplement, 1973), 90-102

Responses of 30 to 44-year-old women who were out of the labor force to a hypothetical job offer are described and analyzed. Black women were more likely to respond affirmatively but there was no difference in the response of women in nonpoor and poor families, who were potentially eligible for federal assistance. Among those potentially eligible, either (or both): (1) willingness to take a hypothetical job or; (2) required rate of pay is related to marital status, receipt of AFDC, poor health, family income, and attitude toward maternal employment.

Black Women
Federally Assisted Programs
Labor Force Participation
Poverty

62016

Smith, Audrey and William J. Reid
Child care arrangements of AFDC mothers in the Work Incentive Program.
Child Welfare, 52 (December, 1973), 651-661

What kind of child care services are needed and are likely to be used by welfare mothers who work or who are in work training programs? Since the majority used and preferred informal, in-home-arrangements, the authors call for public assistance for these arrangements. However, they also see a need for comprehensive, educationally oriented child care centers to meet child care requirements of the whole family.

Black Women
Child Care

62017

Steinfels, Margaret O'Brien
Who's minding the children? The history and politics of day care in America.
New York, Simon and Schuster, 1973. 281 pp.

The history of day care from 1800's to 1974 is examined and the changing attitudes toward women, children and day care during the period are described. The author also tells how a day care operates, what it means for mothers who use it, and discusses the social and political issues involved in day care. It is well-documented and includes a bibliography.

Changing Role of Women
Child Care
2.0, 4.0

62018

Sweet, James A.
Labor force re-entry by mothers of young children.
Madison, University of Wisconsin, Institute for Research on Poverty, 1972. 34 pp.

Based on 1960 census data, this paper focuses on the return to work of women with children under the age of three. It describes differentials in employment rates by age, education, family economic need, race and occupation. It also decomposes the employment rate of one group of recent mothers in order to examine a number of component processes.

More than half of the women with recent experience returned to work, and among women of higher parity, the proportions were greater than one-half. Statistical.

Children
Family Characteristics
Labor Force Participation
Reasons Women Work
4.1, 4.2

62019

U.S. Department of Labor. Women's Bureau
Day care facts. Pamphlet 16 (Revised)
Washington, D.C., United States Department of Labor, 1973.
16 pp.

Federal support for day care is examined, as well as day care programs directly connected with employment. Bibliography.

Child Care

62020

U.S. Department of Labor. Women's Bureau.
Day care services: industry's involvement.
Washington, D.C., U.S. Government Printing Office, 1971.
33 pp.

This bulletin provides an overview of the need for day care services for the children of working mothers and reports on the past and present contributions of industry. It also discusses income tax allowances and gives examples of unique programs which suggest various ways in which industry can play a more realistic role in day care development.

Child Care

62021

U.S. Department of Labor. Women's Bureau
Employer personnel practices and child care arrangements of working mothers in New York City.
Washington, D.C., U.S. Department of Labor, 1973. 77 pp.

This study investigates the child care practices and preferences of 320 working mothers and examines the child care-related factors which, in the mother's judgement, affect her job performance. Special attention is given to odd-shift working mothers. More than half of those in the study were black and the sole support of their families. An appendix includes detailed data tables, the questionnaire and a glossary.

Black Women
Child Care
Poverty
4.0, 6.4

62022

U.S. Department of Labor. Women's Bureau
Federal funds for day care projects. Pamphlet 14 (revised)
Washington, D.C., U.S. Government Printing Office, 1972.
91 pp.

This pamphlet outlines programs of federal agencies that provide funds for day care projects. It includes the authorization for each program, eligibility, funds, and where to write for more information.

Child Care
Federally Assisted Programs

62023

Waldman, Elizabeth
Children of working mothers, March, 1974.
Monthly Labor Review, 97 (January, 1975), 64-67

This study reveals that by March, 1974, almost 27 million children in the United States, or 42 percent of those under age 18, had mothers who were working or seeking work. Data on the number of children under 18 by age, type of family, labor force status of parents and race, and the characteristics of working mothers, and the income, size and type of families from which they came are presented.

Black Women
Children
Family Characteristics
Head of Household
Working Wives
4.2, 6.4

62024

Waldman, Elizabeth and Robert Whitmore
Children of working mothers, March, 1973.
Monthly Labor Review, 97 (May, 1974), 50-58

Based on information from a 1973 survey of the labor force, conducted by the Bureau of the Census, this article reveals that the number of children with working mothers has continued to rise, even though the total population of children in the United States has declined substantially since 1970. It includes material on family size, family income, race differentials, children in poor families, and child care. It contains several statistical tables, and is a basic source for information on the subject. It has been reprinted as Special Labor Report 165.

Black Women
Child Care
Children
Family Background
Head of Household
Working Wives
4.2, 6.4

62025

Williams, Robert George
Public assistance and work effort: the labor supply of low-income female heads of household. Research Report Series 119.
Princeton, New Jersey, Princeton University, Industrial Relations Section, 1975. 128 pp.

This study provides evidence that there is a definite causal relationship between elements of the AFDC program and the work effort of its recipients. Increasing guarantee levels tends to have a negative income effect on work effort and reducing tax rates tends to have a positive uncompensated wage effect on work effort. Public policy implications for changing the guarantee levels and adjusting the tax rates are discussed. Statistical.

Family Responsibilities
Federally Assisted Programs
Head of Household
Labor Supply
Poverty
4.0

6.3 Mature Women

63001

Boglietti, G.
Discrimination against older workers and the promotion of equality of opportunity.
International Labour Review, 110 (October, 1974), 351-365

Legislative measures taken by several countries (including the U.S.) to prevent employment discrimination on the basis of age are reviewed, as well as nonlegislative measures with indirect impact on discrimination. These include antidiscrimination clauses in contracts, activities of placement offices, and special vocational guidance services for up-dating skills. Action by the International Labour Organization is described and coordination among different fields is stressed to promote equality of opportunity for older workers.

Discrimination
International Studies
7.0

63002

Jacobson, Dan
Rejection of the retiree role: a study of female industrial workers in their 50's.
Human Relations, 27 (May, 1974), 477-492

Based on survey data from a London factory, this study compares the preretirement attitudes of older female workers with those of male workers in similar occupations. Among the findings are that women were less inclined to be retirement-oriented than males, were likely to propose later ideal retirement ages, and stated they would choose to continue working even if their economic future was guaranteed.

International Studies
Job Satisfaction

63003

McClelland, Diane
Opening job doors for mature women.
Manpower, 5 (August, 1973), 8-12

The article discusses the employment of mature women in the federal service, the types of jobs they have typically held, and some of the federal programs that have been established to improve their opportunities for advancement.

Advancement Barriers
Discrimination
Federal Employment
Job Performance
Training
Women in Government
3.2, 4.2, 5.4, 5.5

63004

McEaddy, Beverly Johnson
Women in the labor force: the later years.
Monthly Labor Review, 98 (November, 1975), 17-24

The employment status in 1974 of women over age 55 is examined and changes that have occurred since 1950 are discussed. The findings reveal that the labor force participation rate of older women, which had increased considerably after World War II, has been slipping since 1970. In 1974 about one-fourth of these women were in the labor force. There are statistical tables on marital and employment status, work experience, occupation, and educational attainment.

Employment Patterns
Family Status
Labor Force Participation
Occupations
Retirement Plans
Unemployment
3.3, 4.1, 4.2, 4.3

63005

Reno, Virginia
Women newly entitled to retired-worker benefits: survey of new beneficiaries.
Social Security Bulletin, 36 (April, 1973), 3-26

This article examines how the social security system deals with the dual roles of women as wage earners and dependents. Characteristics of women who retired in the last half of 1969 are reviewed as to their marital status, benefit amounts, reasons for stopping work, retirement status, and total current income.

Marital Status
Retirement Plans
Working Wives
4.2, 4.3

63006

Sherman, Sally R.
Labor-force status of nonmarried women on the threshold of retirement.
Social Security Bulletin, 37 (September, 1974), 3-15

Characteristics of nonmarried women between ages 58 and 63 are reported. About sixty percent of these women were in the labor force in 1969. Labor force participation was higher among the younger ages, among the divorced, separated, or never-married rather than the widows, among those with the most years of schooling; and among the whites rather than among blacks and those of other races. The racial differences and part of the age differences are related to difference in health status.

Ethnic Differences
Labor Force Participation
Marital Status
Occupations
3.3, 4.2, 4.3, 5.5

63007

U.S. Congress. House. Select Committee on Aging. Subcommittee on Retirement Income and Employment.
Economic problems of aging women.
Washington, D.C., U.S. Government Printing Office, 1975.
29 pp.

The living conditions and employment situation for elderly women are examined in these hearings held July 15, 1975.

Poverty

63008

U.S. Department of Labor. Employment and Training Administration.
Dual careers: a longitudinal analysis of the labor market experience of women.
Columbus, Ohio, Ohio State University, College of Administrative Science, 1975. 328 pp.

Volume four of the series, this report includes research papers on the longitudinal patterns of the labor force participation of women aged 30 to 44 from 1967 to 1972, their career orientation and occupational status, their earnings, child care arrangements among women with preschool children, the economics of family migration, and voluntary job changing. A concluding chapter summarizes the principal findings and discusses their implications.

Careers
Child Care
Labor Force Participation
Mobility
Occupations
Occupational Segregation
Sex Role Stereotypes
4.0, 4.2, 4.3, 5.0, 6.2, 6.4

63009
U.S. Department of Labor. Manpower Administration.
Dual careers: a longitudinal study of the labor market experience of women.
Manpower research and development monograph No. 21.
Washington, D.C., U.S. Department of Labor, 1975. 204 pp.

This report contains a progress report on the labor market experience of women between 33 and 44 years of age, focusing on two specific topics: the demand for child care facilities and the movement of women into and out of traditionally female occupations. A survey of women's comparative labor force status for the years 1967, 1969 and 1971 is also provided. This is volume three of the series.

Child Care
Labor Force Participation
Mobility
Status
4.0, 4.2, 5.0, 6.2, 6.4

63010
U.S. Department of Labor. Manpower Administration.
Dual careers: a longitudinal study of labor market experience of women. Manpower research monograph No. 21.
Washington, D.C., U.S. Government Printing Office, 1973.
134 pp.

This is the second in a series on the labor market and employment status of adult women, 30 to 44 years old. It is very broad in scope, and includes material on marital and family status, job satisfaction, rates of pay, and mobility. A basic source book for information on the nature of working women.

Black Women
Employment Patterns
Family Background
Job Satisfaction
Labor Force Participation
Mobility
4.0, 4.3, 6.4

6.4 Minority Women

64001

Arroyo, Laura E.
Industrial and occupational distribution of Chicana workers.
Aztlan, 4 (February, 1973), 343-382

This article focuses on the Chicana worker in California and Texas in 1969, and also includes a brief discussion of the Farah Garment Workers Strike of 1972-1974. The author concludes that Chicana workers are a cheap and elastic labor force in the U.S., and are employed in the lowest paid categories of the labor force. A lengthy appendix includes statistics on Spanish-surname female employment by industry and occupation for California and Texas in 1969.

Mexican-American Women
Occupations

64002

Baker, Sally H. and Bernard Levenson
Job opportunities of black and white working-class women.
Social Problems, 22 (April, 1975), 510-533

Differences in the quality of entry employment secured by Black, Puerto Rican, and white working class women who have received vocational training and white working class women who have received vocational training and graduated from high school are examined. The data show that from the start minority women do not have the same occupational success of their white counterparts, and that discrimination is a two-pronged process. It appears in the job referral and placement activities of the vocational school and State Employment Service and in the recruitment of entry workers into various industries.

Black Women
Discrimination
Employment Opportunities
Ethnic Differences
Hiring Practices
Training
3.2, 5.6

64003
Bell, Duran
Why participation rates of black and white wives differ.
Journal of Human Resources, 9 (Fall, 1974), 465-479

Based on data from the 1969 Survey of Economic Opportunity, the author shows that the factors which induce labor force participation are different for black and white wives. If the personal and family characteristics of both races were were exchanged, the labor force participation of both black and white wives would increase. Black wives who work full-time are better educated and have better paid husbands than black wives who do not work, while the reverse is true for white wives. Social status factors are important to an understanding of the refusal of market work by highly educated white and poorly educated black wives.

Black Women
Children
Family Characteristics
Labor Force Participation
Marital Status
Part-Time Employment
Working Wives
4.0, 4.2, 6.0

64004
Black women in business and public life.
Black Enterprise, 5 (August, 1974), 44 pp

This special issue includes articles on the changing occupational opportunities and choices of black women, profiles of black business women, new career paths of black female students and black women in public office. Some of the articles are descriptive, but others contain statistical data.

Black Women
Women in Business

Women in Government
5.1, 5.3, 5.4

64005

Brief, Arthur P. and Ramon J. Aldag
Male-female differences in occupational attitudes within minority groups.
Journal of Vocational Behavior, 6 (June, 1975), 305-314

Sex differences in occupational attitudes regularly isolated in studies of whites were not found in this study of poor minority group members. In two samples of minorities, rankings of preferences for work-related outcomes of males and females were very similar. The authors believe that their results indicate that automatic assumptions of sex differences in occupational attitudes is simplistic. A review of the literature is included.

Ethnic Differences
Job Satisfaction

64006

Cooney, Rosemary Santana
Changing labor force participation of Mexican-American wives: a comparison with Anglos and Blacks.
Social Science Quarterly, 56 (September, 1975), 252-261

Based on data on Mexican-American married women, aged 15-54, in the Southwest in 1960 and 1970 and data on comparable Anglo and Black females, this article discusses the importance of socioeconomic factors in explaining ethnic differences in female labor force participation. After controlling for education, child status and income, the difference between the labor force participation rates of Mexican-American, Anglo and Black women were found to be much less in 1970 than in 1960. The author attributes this to a decline in the importance of familism for the Mexican-American population.

Black Women
Ethnic Differences
Labor Force Participation
Mexican-American Women
Working Wives

64007

Minority women and higher education.
Washington, D.C., Association of American Colleges, 1974.
4 pp.

Myths concerning Black women and their educational status are examined, with current statistics provided to indicate their validity. Minority women fare less well than minority men and they are affected by both sex and race discrimination.

Higher Education
5.2

64008
Rhee, Jong Mo
The redistribution of the Black work force in the South by industry.
Phylon, 35 (September, 1974), 293-300

Within the South, there has been an extraordinary increase in the labor force participation of Black women, accompanied by a fall in the corresponding proportion of Black men. The distribution of Black females is extreme, with 32 percent in personal services and 29 percent in professional and related services. Statistics are presented for the period 1940-1970.

Black Women
History of Women's Employment
Labor Force Participation
Occupations
4.2, 5.0

64009
Ryscavage, Paul M. and Earl F. Mellor
The economic situation of Spanish-Americans.
Monthly Labor Review, 96 (April, 1973), 3-9

This article discusses the income, labor force participation, occupations, unemployment rates, and formal education of Spanish Americans as a whole and of each of its three major ethnic sub groups--Mexican-Americans, Puerto Ricans and Cubans. Among the findings for women are a low rate of labor force participation, employment in low-paying jobs, high unemployment rates and less income than Spanish-American men. Statistical data on Spanish-American women is included.

Labor Force Participation
Mexican-American Women
Occupations
Unemployment
4.3, 5.6

64010

Sexton, Patricia Cayo
Minority group women. Paper presented at the Workshop on Research Needed to Improve the Employment and Employability of women.
Washington, D.C., June, 1974. 21 pp.

This paper reports on the status of Black, Oriental, American Indian and Spanish surnamed women in the labor market. Income and unemployment rates are examined as well as those factors that strike minority women harder--discrimination in the labor market, discrimination in vocational education, lack of day care facilities and high levels of national unemployment.

Employment Opportunities
Employment Patterns
Ethnic Differences
Status

64011

Struyk, Ramond J.
Explaining variations in the hourly wage rates of urban minority group females.
Journal of Human Resources, 8 (Summer, 1973), 349-364

Among minority group women the wage rate has no significant direct effect on hours worked. This deviation from the patterns is attributed to the inability of these women to choose between leisure, wage goods (work), and home production because of severe family income restraints.

Black Women
Family Status
Poverty
Reasons Women Work
4.3

64012

U.S. Department of Labor. Women's Bureau.
Facts on women workers of minority races.
Washington, D.C., U.S. Government Printing Office, 1974.
9 pp.

Minority women still face high unemployment rates and low wages, despite recent improvements in their educational attainment and occupational status. Data is presented on labor force participation, unemployment, marital status, working mothers and their children, the employment status of high school dropouts, occupations and earnings.

Asian-American Women
Black Women
Ethnic Differences
4.1, 4.2

64013

Weaver, Charles N.
Sex differences in job satisfaction.
Business Horizons, 17 (June, 1974), 43-49

Based on responses to a question in a National Opinion Research Center survey conducted in 1972, this article examines the job satisfaction of Blacks, with special emphasis on the attitude of Black females. Black females, like Black males, are generally less satisfied than whites with their jobs.

Job Satisfaction

70001

U.S. Commission on Civil Rights
The Federal civil rights enforcement effort - 1974. Vol. 5:
To eliminate employment discrimination.
Washington, D.C., U.S. Commission on Civil Rights, 1975.
673 pp.

This report evaluates the activities of the major Federal agencies responsible for enforcing equal employment opportunity: the Civil Service Commission, the Department of Labor, the Equal Employment Opportunity Commission and the Equal Employment Opportunity Coordinating Council. It concludes that Federal efforts in the last decade to end employment discrimination based on sex, race and ethnicity have been inadequate. The commission recommends that all Federal equal employment enforcement responsibilities be consolidated in a new agency, the National Employment Rights Board. This report is an invaluable source on the history and enforcement of equal employment legislation, but has no subject index and is some what difficult to use.

Discrimination
EEOC
Equal Pay Act
Executive Orders
Federal Laws
OFCC
Title VII
7.1

70002

U.S. Commission on Civil Rights
The Federal civil rights enforcement effort - 1974. Vol. 3:
To insure equal educational opportunity.
Washington, D.C., Commission on Civil Rights, 1975. 412 pp.

In evaluating the Department of Health, Education and Welfare, the Internal Revenue Service and the Veteran's Administration to determine how well they have done their civil rights enforcement, this report finds that inadequate efforts have been made to deal with a number of major problems concerning civil rights responsibilities in the area of education. Recommendations.

Educational Opportunities
Discrimination
7.6

70003
U.S. Commission on Civil Rights
Statement on affirmative action for equal employment opportunities.
Washington, D.C., U.S. Government Printing Office, 1973. 24 pp.

This booklet includes a survey of the status of the law and the basis for affirmative action, a review of what affirmative action is, and what it is not, answers to commonly asked questions about the subject, the policy considerations invoked by the issue, and the ultimate objectives for nondiscrimination in employment nationally.

Affirmative Action
Discrimination
Hiring Practices
7.1

70004
U.S. Congress. House. Committee on Education and Labor. Special Subcommittee on Education.
Discrimination against women: Congressional hearings on equal rights in education and employment; edited by Catharine R. Stimpson, in conjunction with the Congressional Information Service.
New York, R. R. Bowker Company, 1973. 558 pp.

This is an edited version of the hearings on sex discrimination held in June, 1970. The first part consists of the testimony of more than 20 witnesses and the second part contains the supporting documents which have been arranged into categories dealing with women and the American scene, work, the law, education, the professions, government action and model programs for change.

Discrimination
7.6

70005
U.S. Congress. Joint Economic Committee.
Economic problems of women.
93rd Congress, 1st Session, 1973. 3 vols.

These hearings examine the economics of sex discrimination in employment, federal efforts to end sex discrimination in employment, and women's access to credit and insurance. More specific topics discussed were: the disparate impact of the federal income estate and gift tax on women; the treatment of women under social security and private pension plans; sex discrimination in unemployment insurance; veterans' programs, and public assistance; and the role of HEW in eliminating sex discrimination in employment, social security and public assistance. An important source of information.

Benefit Plans
Economics
Equal Pay
Tax Laws
4.0, 7.6

70006

U.S. Congress. Senate. Committee on the Judiciary. Subcommittee on Constitutional Amendments.
Women and the Equal Rights Amendment: Senate subcommittee hearings on the Constitutional amendment, 91st Congress; edited by Catharine R. Stimpson in conjunction with the Congressional Information Service.
New York, R. R. Bowker and Company, 1972. 538 pp.

This work collects the complete oral testimony and selected documents presented at the hearings. There is additional material on the current legal and economic status of American women; the reports of the Task Force on Family Law and Policy of the Citizen's Advisory Council on The Status of Women; the U.S. Department of Labor's Summary of State Labor Laws for Women; the Report of the President's Task Force on Women's Rights and Responsibilities; and individual articles.

Equal Rights Amendment
7.6

70007

U.S. Department of Labor. Women's Bureau
State hours law for women: changes in status since the Civil Rights Act of 1964.
Washington, D.C., U.S. Department of Labor, 1974. 6 pp.

This state-by-state review reveals that the repeal of an hours law was often the final action after an earlier amendment, court action, or opinion by the state attorney general declaring the law invalid for all women covered under Title VII. A summary chart for the period 1964-1973 is included.

Hour Laws

70008

U.S. Equal Employment Opportunity Commission.
Guidelines on discrimination because of sex.
Washington, D.C., U.S. Equal Employment Opportunity Commission, 1972. 8 pp.

This brochure presents regulatory guidelines on sex discrimination with sections on general principles, sex as a bona fide occupational qualification, separate lines of progression and seniority systems, discrimination against married women, advertising job opportunities, employment agencies, preemployment inquires as to sex, the relationship of Title VII to the Equal Pay Act, and employment policies on pregnancy and childbirth.

EEOC Guidelines

7.2 EEOC Decisions

72001

EEOC Decision 71-2309
7 FEP Cases 454 (May 28, 1971)

The Commission found that the employer violated Title VII by discharging a pregnant employee rather than giving her extension of leave with preferable recall.

Maternity Leave

72002

EEOC Decision 72-0372
7 FEP Cases 455 (August 24, 1971)

The Commission found that the employer did not violate Title VII when it required a pregnant employee to go on maternity leave earlier than her physician had recommended, since her job required a substantial amount of bending, lifting and climbing, and could be dangerous to a woman in advanced stages of pregnancy.

Maternity Leave

72003

EEOC Decision 73-0520
6 FEP Cases 832 (June 14, 1973)

The Commission found that the employer violated Title VII by maintaining a maternity leave policy which discriminated against females as a class because of their sex, by requiring them to begin maternity leave within the sixth month of pregnancy.

Maternity Leave

72004

EEOC Decision 74-05
6 FEP Cases 834 (July 13, 1973)

The Commission found that the employer violated Title VII by denying Negroes and females equal employment opportunities because of their race and sex. The small proportion of Negroes and females in other than low-level positions in the workforce indicated that the employer had maintained job classifications segregated on the basis of race and sex.

Occupational Segregation

72005

EEOC Decision 74-15
6 FEP Cases 1011 (August 7, 1973)

The Commission found that the employer violated Title VII by: (1) refusing to reappoint a qualified female faculty member which resulted in her denial of tenure; (2) paying male assistant professors more than females even though they have the same duties and qualifications. The employer also violated Title VII by retaliating against the female assistant professor after she filed charges with EEOC, by refusing to give her a customary letter of recommendation.

Employer Rules
Hiring Practices
5.2

72006

EEOC Decision 74-53
7 FEP Cases 460 (November 12, 1973)

The Commission found that the employer violated Title VII by: (1) using tenure procedures in its medical school which discriminated against female faculty members; (2) paying lower wages to female than to male medical school faculty members; (3) discriminating against the charging party because of her sex in denying her promotion to a tenured position, attempting to terminate her employment, refusing to accept her research grant, and retaliating against the charging party because of her opposition to these practices; (4) excluding minority and female nonfaculty employees from certain job classifications on the basis of race and sex; (5) maintaining sex-designated job classifications for janitorial position.

Higher Education
Hiring Practices

72007
EEOC Decision 74-56
10 FEP Cases 280 (November 16, 1973)

The Commission found that the employer violated Title VII when it discharged four female employees after they refused to push heavy, unrepaired carts, since: (1) the employer's work allocation had a significant adverse impact on employment opportunities of females because of their sex; (2) a reasonable alternative to the work allocation existed that would have reduced the impact on females, and it is unclear whether the employer implemented that alternative; (3) the employer's general policy on the employment of women demonstrated that sex was a factor in the employees' discharge and that the employer's proposed alternative was only a pretext. The Commission further found that the: (1) employer did not violate Title VII by discriminating against female employees on the basis of sex with respect to compensation and supervision; (2) the union did not violate Title VII by failing to represent female employees fairly because of sex.

Employer Rules
Labor Unions

72008
EEOC Decision 74-68
8 FEP Cases 428 (December 14, 1973)

The Commission found that the employer violated Title VII by prohibiting leaves of absence to employees with less than 12 months of continuous service and limiting maternity leaves to six months. The Commission found that these policies had a disproportionate impact on females and thus discriminated against them on the basis of sex.

Benefit Plans
Employer Rules

72009

EEOC Decision 74-76
10 FEP Cases 809 (January 18, 1974)

The Commission found that the employers, a newspaper publisher and dealers, violated Title VII by refusing to hire females under the age of 18 as newspaper carriers, despite their contention that state law prohibited the employment of females under 18 in street occupations. The Commission found that Title VII superseded state laws that discriminate on the basis of sex to the extent that such laws are more restrictive for one sex.

Bona Fide Occupational Qualification
Hiring Practices
State Protective Laws

72010

EEOC Decision 74-87
8 FEP Cases 558 (February 12, 1974)

The Commission found that the university did not violate Title VII by discriminating against a teacher on the basis of sex, with respect to reappointment, salary, and terms and conditions of employment, where there was no evidence to substantiate the charges.

72011

EEOC Decision 74-93
8 FEP Cases 419 (March 7, 1974)

The Commission found that the employer violated Title VII by: (1) discharging a female assistant professor because of her sex and because of her opposition to unlawful employment practices, where the stated reason for her discharge was a pretext and followed her protests against harrassment; (2) discriminating against female faculty in their wages, with females concentrated at the lowest salary levels.

4.3, 5.2

72012
EEOC Decision 74-133
8 FEP Cases 698 (June 3, 1974)

The Commission found that the employer, a police department, violated Title VII by its failure to hire females as police officers because of their sex and by otherwise maintaining sex segregated job classifications.

Hiring Practices
5.5

72013
EEOC Decision 75-001
11 FEP Cases 1490 (July 10, 1974)

The Commission found that the school district violated Title VII by requiring a pregnant teacher to begin and terminate maternity leave on a specific date, denying her the use of sick leave during her maternity leave and failing to restore her accrued benefits when she returned to work. These policies were not applied to teachers absent for other temporary disabilities, and the school district demonstrated no business justification for the policies.

Benefit Plans
Maternity Leave

72014
EEOC Decision 75-002
11 FEP Cases 1498 (July 29, 1974)

The Commission found that the employer violated Title VII by placing a newspaper advertisement for a dishwasher under the "male help wanted" section, since the employer admitted sex was not a bona fide occupational qualification for the position.

Bona Fide Occupational Qualification
Help-Wanted Advertising

72015
EEOC Decision 75-005
11 FEP Cases 1501 (July 30, 1974)

The Commission found that the employer violated Title VII by placing an advertisement for a cook vacancy in the "male help wanted" section of the newspaper, notwithstanding the employer's contention that heavy lifting demands of the position required that it be held by a male. The contention was based upon a general assumption regarding the physical capabilities of women, without supporting evidence that most women are unable to perform the lifting demands of the position.

Bona Fide Occupational Qualification
Help-Wanted Advertising
Hiring Practices

72016
EEOC Decision 75-012
11 FEP Cases 1493 (August 22, 1974)

The Commission found that the employer violated Title VII by laying off female employees with greater plant-wide seniority than male employees who continued to work, recalling male employees having less or equal seniority from layoff prior to these females, and hiring 20 new male employees while the female employees were on layoff status. The employer contended that there were no male employees with less seniority in jobs that women would be permitted to perform under state protective laws, but the state laws were invalid as being in conflict with Title VII.

Hiring Practices
Seniority Lists
State Protective Laws

72017
EEOC Decision 75-020
11 FEP Cases 1496 (September 4, 1974)

The Commission found that the employer violated Title VII by a retirement program that penalized male employees more heavily than female employees for retirement prior to age 65. Even though the differences were based upon actuarial tables of mortality rates, which vary according to sex, Title VII and EEOC guidelines on sex discrimination require that benefit payments to males and females in equivalent circumstances be equal.

Retirement Plans

72018
EEOC Decision 75-036
10 FEP Cases 284 (October 2, 1974)

The Commission found that the employer violated Title VII by: (1) preferring females for Saturday overtime work, since this policy accorded certain privileges to females only, notwithstanding the existence of state protective laws limiting the number of hours females could work per day and per week; (2) designating some positions as exclusively female or male, in the absence of a showing that sex is a bona fide occupational qualification for the jobs. The Commission also found that the union violated Title VII by acceding to the sex-segregated job classification policy of the employer.

Bona Fide Occupational Qualification
Labor Unions

72019
EEOC Decision 75-055
10 FEP Cases 814 (October 29, 1974)

The Commission found that the employer violated Title VII when it required a pregnant employee to choose between maternity leave without pay and resignation after the employee removed her from a position that exposed her to potentially unsafe levels of radiation. The employer's failure to give the employee reasonable alternatives to resignation constituted constructive discharge based on the employee's sex.

Employer Rules
Maternity Leave
5.5

72020
EEOC Decision 75-072
10 FEP Cases 287 (November 14, 1974)

The Commission found that the employer violated Title VII by its policy of requiring pregnant X-ray technicians to resign and preventing them from using sick leave or maternity benefits generally available to females outside the X-ray department where: (1) the hospital failed to show why it was unable to give technicians leave of absence on maternity benefits; (2) there was no merit in the hospital's contention that it was unable to give technicians leave because of the difficulty of finding temporary replacements; (3) even if removing pregnant technicians from the X-ray department was necessary for the safe and efficient operation of the hospital this business purpose could have been accomplished with a practice having less discriminatory impact upon females.

Benefit Plans
Maternity Leave
5.5

72021

EEOC Decision 75-095
10 FEP Cases 813 (November 18, 1974)

The Commission found that the employer's maternity leave policy, requiring employees to commence and terminate their leave at a specific time and limiting the leave to four months, violated Title VII because: (1) non-pregnant employees were not required to take their leave of absence at an arbitrary time during a temporary illness; (2) the employer failed to show a business necessity that would justify the dissimilar treatment of pregnant employees. The employer and union did not violate Title VII by requiring pregnant employees on leave of absence to contribute to the trust and pension funds, since all employees on leave were required to do so, and the policy did not have a disproportionate impact on female employees.

Benefit Plans
Maternity Leave

72022

EEOC Decision 75-147
11 FEP Cases 1486 (January 13, 1975)

The Commission found that the employer violated Title VII by requiring female employees to contribute more to the retirement plan than similarly situated male employees for the same monthly pension. Even though actuarial tables show that females as a class live longer than males, Title VII prohibits such generalizations based on sex to influence the terms and conditions of an individual's employment.

Retirement Plans

72023

EEOC Decision 75-256
11 FEP Cases 9[illegible]0 (May 13, 1975)

The Commission found that the employer violated Title VII when it refused to grant short term disability plan benefits to a female employee while she was on leave following a miscarriage, since the employment practice treats pregnancy-related disability differently from other temporary disabilities, which constitutes sex discrimination.

Benefit Plans

72024

EEOC Decision 75-274
11 FEP Cases 1487 (June 9, 1975)

The Commission found that the employer did not violate Title VII when he refused to hire an otherwise qualified female applicant on the ground that her personality characteristics were unsuitable for the type of employment that she sought since: (1) there was no evidence that the employer used its subjective evaluation of the applicant as a pretext for sex discrimination; (2) approximately three-fifths of 57 applicants for jobs that the female applicant sought were male, and the employer hired thirteen applicants, nine males and four females.

Hiring Practices

7.3 Significant Court Decisions

73001

Acha v. Beame
10 FEP Cases 1237 (1975)

The U.S. District Court (N.D. New York), ruled that female police officers threatened with dismissal for budgetary reasons were not entitled under either the Civil Rights Act of 1871 or Title VII to an order preventing the dismissals, because state law required last-hired civil service employees to be laid off first in the event of reduction in force. The decision was made notwithstanding contentions that no women were permitted to take the exam for policewomen from 1963 to 1969 and the proposed layoffs would reduce the number of females on the police force by 73.5 percent but would reduce the number of males by only 23.9 percent. The court found that the type of seniority system in the present case had been upheld by two courts of appeal, and that to issue the order sought by the policewomen would violate the prohibition against preferential treatment in the Civil Rights Act of 1964.

Civil Rights Act of 1964
Seniority Lists
5.4

73002

Aiello v. Hansen
7 FEP Cases 1041 (1973)

The U.S. District Court (N.D. Cal.) ruled that the California Unemployment Insurance Code, which excluded pregnancy and pregnancy-related conditions from disability benefits, was not based upon a classification having a rational and substantial relationship to a legitimate state purpose and therefore deprived pregnant employees of equal protection of the law. This decision was reversed by the U.S. Supreme Court in Geduldig v. Aiello.

Benefit Plans
Fourteenth Amendment (Equal Protection Clause)

73003

Andrews v. Drew Municipal Separate School District
6 FEP Cases 872 (1973)

The U.S. District Court (N.D. Miss.) invalidated a school policy which barred parents of illegitmate children from employment. The court held that the policy failed to satisfy even the lenient rational relation test of the equal protection clause, and as an alternative basis held that the policy constituted an impermissible, discriminatory classification based upon sex. The court also found that under the policy only unwed females had been denied employment, the policy could almost always only be applied against females because of the difficulty of identifying fathers, and there had been no showing that the policy served a compelling state interest or was necessary for the operation of educational programs.

Employer Rules
Hiring Practices
Marital Status

73004

Ash v. Hobart Manufacturing Company
6 FEP Cases 245 (1973)

The U.S. Court of Appeals (Sixth Circuit) affirmed a District Court decision that the employer did not violate Title VII despite the fact that it restricted female employees to the departmental bench inspectors classification and paid a wage differential to employees in its general bench inspectors classification, who were all male. The District Court found that the female employees had failed to prove sex discrimination in the establishment of the wage differential, and that the employer had relied upon state protective statutes in restricting the females classification.

State Protective Laws
5.6

73005

Ballard v. Laird
8 FEP Cases 193 (1973)

The District Court (S.D. Cal.) ruled unconstitutional a statutory scheme which, in effect, guaranteed thirteen years of active commissioned service to women naval lieutenants, but not to men. At issue were mandatory discharge provisions, which operated only against male officers to prevent them from remaining in the Navy if they were passed over twice for promotion. Under the intense review standard of Frontiero v. Richardson, by which sex-based classifications are inherently suspect, the court ruled that only a showing that they were necessary to promote a compelling governmental interest could have sustained the questioned provisions. This decision was overruled by the U.S. Supreme Court in Schlesinger v. Ballard.

Federal Employment

73006

Barnes v. Rourke
8 FEP Cases 1112 (1973)

The U.S. District Court (Middle District of Tenn.) ruled that an employment agency violated Title VII by: (1) accepting job placement opportunities from employers that specified sex as a qualification, without determining whether sex was a bona fide occupational qualification; (2) refusing to refer female applicants to employers that had expressed a preference for male applicants; (3) advertising positions under sex-designated help-wanted newspaper ads; (4) maintaining job order forms with spaces for preference by sex and age.

Employment Agencies
Help-Wanted Advertising

73007

Bartness v. Drewreys U.S.A., Incorporated
3 FEP Cases 795 (1971)

The U.S. Court of Appeals (Seventh Circuit) held that a compulsory retirement plan that required females to terminate at age 62 but allowed men to continue working until age 65 violated Title VII.

Retirement Plans

73008

Board of Regents of the University of Nebraska v. Dawes
11 FEP Cases 283 (1975)

The U.S. Court of Appeals (Eighth Circuit) ruled that the university violated the Equal Pay Act when, after establishing and putting into effect a formula for determining a minimum salary schedule for female professional employees, it refused to apply this formula to male professional employees at the same colleges because at least 92 of the males had salaries less than the minimum established for females. The court ruled that the pay formula must be applied to both sexes.

Equal Pay Act
Higher Education
4.3, 5.2

73009

Bowe v. Colgate-Palmolive Company
6 FEP Cases 1132 (1973)

The U.S. Court of Appeals (Seventh Circuit) ruled that the District Court did not abuse its discretion when, to remedy the employer's unlawful discrimination against female employees who had been limited to jobs in certain departments, it: (1) permitted them to transfer to a new department where they would be given departmental seniority equal to that in their former department; (2) permitted each female employee to select a secondary department and assigned her seniority in that department as of July 2, 1965.

Seniority Lists

73010

Brennan v. Bar Harbor Banking and Trust Co.
21 WH Cases 995 (1974)

The U.S. District Court (Maine) ruled that the bank did not violate the equal pay provisions of the Fair Labor Standards Act by paying female tellers less than a male who was employed as a teller with the understanding that he was to train for an eventual managerial position. The wage differential was justified by the additional duties of the male, which is a factor other than sex.

Equal Pay Act
5.5

73011

Brennan v. Board of Education of Jersey City
21 WH Cases 934 (1974)

The U.S. District Court (N.J.) ruled that the board violated the equal pay provisions of the Fair Labor Standards Act by paying male custodial workers more than female custodial maids. The evidence showed that the work performed by both classes was equal in skill, effort and responsibility and performed under similar working conditions. Neither the extra male duties alleged by the board, nor its claim adherence to the New Jersey Civil Service laws or private collective bargaining agreement, are "factors other than sex" or valid defenses to the illegal pay differential.

Equal Pay Act
5.6

73012

Brennan v. Cain-Sloan Company
22 WH Cases 62 (1974)

On remand from the Court of Appeals, the U.S. District Court (M.D. Tenn.) found that the employer did not violate the equal pay provisions of the Fair Labor Standards Act by paying a higher wage to salesmen in a men's clothing center than to saleswomen in other selling centers since their work was not substantially equal in terms of skill, effort and responsibility. The saleswomen are not required to have, and do not have, the alteration expertise required of salesmen.

Equal Pay Act
5.5

73013

Brennan v. Cain-Sloan Company
21 WH Cases 955 (1974)

The U.S. Court of Appeals (Sixth Circuit) upheld a District Court ruling that because salesmen selling men's high-priced suits in a clothing store were required to have or acquire an expertise in marking garments for alterations, there was a rational basis for paying them higher wages than saleswomen in other departments, and there was no violation of the equal pay provisions of the Fair Labor Standards Act. The Appeals Court also upheld the District Court order that saleswomen selling high-priced dresses and furs should be paid wages equal to their male counterparts, and should be awarded back pay. The Appeals Court remanded the case for further findings of fact pertaining to saleswomen in other departments who claim that alteration expertise are equally a part of their selling job.

Equal Pay Act
5.5

73014

Brennan v. Cherokee State Bank
21 WH Cases 991 (1974)

The U.S. District Court (N.D. Iowa) ruled that the bank violated the equal pay provisions of the Fair Labor Standards Act by paying a male teller more than female tellers, where the evidence revealed that the jobs they performed were substantially equal and the bank failed to prove that the wage differential was based upon a factor other than sex, even though the male was under an officer-training program and had a college education.

Equal Pay Act
5.5

73015

Brennan v. City Stores, Inc.
21 WH Cases 69 (1973)

The U.S. Court of Appeals (Fifth Circuit) upheld the District Court decision that the employer violated the equal pay provisions of the Fair Labor Standards Act by paying clothing salesmen and tailors more than clothing saleswomen and seamstresses where the differences were not based on any factor other than sex. The Appeals Court also found that the tighter market for salesmen and male tailors does not justify the employer hiring men with such skills at a rate higher than that paid to obtain women of similar skills.

Equal Pay Act
5.5

73016

Brennan v. Collins and Williams
22 WH Cases 54 (1974)

The U.S. District Court (W.D. Arkansas) ruled that the employer did not violate the equal pay provisions of the Fair Labor Standards Act by employing women in the boys' clothing department and men in the men's clothing department, since both male and female sales personnel received salary draws on the same basis under the employer's pay plan.

Equal Pay Act
5.5

73017

Brennan v. Corning Glass Works
21 WH Cases 140 (1973)

The U.S. Court of Appeals (Third Circuit) affirmed a District Court decision and ruled that the equal pay provisions of the Fair Labor Standards Act do not apply to the employer who paid male night inspectors more than female day inspectors, and therefore the employer did not violate the Act, since night inspectors and day inspectors were not working "under similar working conditions" within the meaning of the Act. The decision was based on the court's finding that the time of day worked is a working condition within the meaning of the Act, and not a "factor other than sex" to be used by an employer as a matter of defense. This decision was reversed by the U.S. Supreme Court in Corning Glass Works v. Brennan (21 WH Cases 767, 1974).

Equal Pay Act
5.6

73018

Brennan v. Goose Creek School District
22 WH Cases 489 (1975)

The U.S. Court of Appeals (Fifth Circuit) affirmed a District Court decision that the work of male and female janitors was equal and that the school district discriminated against the females by paying them less than the males. The Appeals Court found that it was unnecessary to remand the case for further findings as to the male janitors' duties of being on call for emergencies and reporting needed repairs where: (1) the responsibility for reporting problems was part of the general supervisory duties found by the District Court to be shared by both sexes; (2) the testimony of two long-term male employees that they had never been called back for emergency duty made it unclear whether all men were aware that they had the supposed duty of being on call.

Equal Pay Act
5.6

73019

Brennan v. Houston Endowment, Inc.
21 WH Cases 561 (1974)

The U.S. District Court (S.D. Texas) ruled that the employer violated the equal pay provisions of the Fair Labor Standards Act by paying male custodians in office buildings more than females. The evidence showed a pattern whereby men performed work assignments which were different in nature from those performed by women, but the work was substantially equal in terms of skill, effort and responsibility.

Equal Pay Act
5.6

73020

Brennan v. Owensboro-Daviess County Hospital
22 WH Cases 513 (1975)

The U.S. Court of Appeals (Sixth Circuit) reversed a District Court decision that the hospital did not violate the equal pay provisions of the Fair Labor Standards Act by paying male orderlies a higher wage than female aides since the male jobs required more skill, effort and responsibility. The Appeals Court found that the job descriptions for aids and orderlies did not differ significantly, that their job requirements were the same, and their job performances were similar. The extra tasks of the orderlies were performed infrequently and were not important enough to justify their receiving higher wages.

Equal Pay Act
5.6

73021

Brennan v. People's Electric Cooperative
21 WH Cases 922 (1974)

The U.S. District Court (E.D. Oklahoma) ruled that the employer did not violate the equal pay provisions of the Fair Labor Standards Act by paying female cashier-receptionists a lower wage than a male payroll and materials clerk, where the latter job required more skill, effort and responsibility than those of the females and there was no pattern of sex discrimination in the utility's operation.

Equal Pay Act
5.5

73022
Brennan v. Prince William Hospital
21 WH Cases 1017 (1974)

The U.S. Court of Appeals (Fourth Circuit) reversed a District Court decision and ruled that the hospital violated the equal pay provisions of the Fair Labor Standards Act by a wage differential between female nurses aides and male orderlies whose basic routine tasks were equal. Variation in these tasks that were found by the District Court did not affect the substantial equality of the aides and orderlies, when tested by the statutory standard of equal skill, effort and responsibility.

Equal Pay Act
5.6

73023
Brennan v. St. Luke Hospital
21 WH Cases 392 (1973)

The U.S. District Court (E.D. Kentucky) ruled that the hospital violated the equal pay provisions of the Fair Labor Standards Act by paying female nurses aides less than male orderlies, since their jobs were equal in skill, effort and responsibility and were performed under similar working conditions. Although the orderlies occasionally performed duties requiring greater physical effort than work performed by the aides, the hospital failed to show that the wage differential had any relationship to the economic value of the additional duties of the orderlies.

Equal Pay
5.6

73024
Brennan v. Sheridan Lanes, Inc.
22 WH Cases 51 (1974)

The U.S. District Court (W.D.N.Y.) ruled that the employer violated the equal pay provisions of the Fair Labor Standards Act by paying female barmaids less than male bartenders. The efforts and responsibilities of the jobs were found to be substantially equal.

Equal Pay Act
5.5

73025

Brennan v. Sisters of Charity of Leavenworth
22 WH Cases 175 (1975)

The U.S. District Court (Montana) ruled that the hospital did not violate the equal pay provisions of the Fair Labor Standards Act by paying male orderlies and janitors more than female aides and maids, the hospital having sustained its burden of proving that the differences in pay were justified by reason of the extra effort required of orderlies and janitors.

Equal Pay Act
5.6

73026

Brennan v. South Davis Community Hospital
22 WH Cases 177 (1974)

The U.S. District Court (Utah) ruled that the hospital violated the equal pay provisions of the Fair Labor Standards Act by a wage differential between male orderlies and female aides, even though catheterizations were performed only by orderlies and they did lifting work, since the lifting work was insignificant and insubstantial, and the catheterization by itself did not justify the wage differential. The hospital also violated the Act by paying janitors more than maids, since their tasks were substantially equal and the wage differential was not due to a factor other than sex.

Equal Pay Act
5.6

73027

Brennan v. Victoria Bank and Trust Co.
21 WH Cases 798 (1974)

The U.S. Court of Appeals (Fifth Circuit) upheld a District Court decision that the bank did not violate the equal pay provisions of the Fair Labor Standards Act by reason of disparaties in salaries paid male and female employees based on its merit and seniority system. However, the Appeals Court reversed the District Court and held that the bank violated the Act by paying a male note teller a higher initial salary than that of seven females, because the evidence failed to show that the inequity was based on factors other than sex. The court also found that the market theory that women will work for less than men is not a valid consideration under the Equal Pay Act.

Equal Pay Act
5.5

73028
Brennan v. Woodbridge School District
21 WH Cases 966 (1974)

The U.S. District Court (Delaware) ruled that the school district violated the equal pay provisions of the Fair Labor Standards Act when it paid the female girls' softball coach less than the male boys' baseball coach since the jobs were substantially equal and the school district did not justify the wage differential by any differences in job performance.

Equal Pay Act

73029
Bryan v. Pittsburgh Plate Glass Company
7 FEP Cases 822 (1974)

The U.S. Court of Appeals (Third Circuit) found that the District Court was correct when it approved a settlement of Title VII action that provided a small percentage of claimed back pay to female employees who had been laid off for more than five years because of an alleged discriminatory seniority system and whose employment rights were terminated by a collective bargaining agreement, even though the plaintiffs seemed to have established a prima facie case of sex discrimination. The Appeals Court found a strong likelihood that the employer and union would not have been required to pay back pay in view of their defenses that: (1) the agreement also terminated the employment rights of many males; (2) the agreement was instituted to promote the employer's business purpose of securing a work force of balanced age; (3) the separate job classifications were supported by bona fide occupational qualifications.

Labor Unions

73030
Burns v. Rohr Corp.
4 FEP Cases 939 (1972)

The U.S. District Court (S.D. Cal.) ruled that a state regulation requiring employers to grant rest periods to female employees conflicts with, and therefore is preempted by, Title VII. The court refused to extend the rest periods to men because: (1) such an extension would result in burdens only upon some employers; (2) an extension limited to the particular facts of the present case would result in a great deal of uncertainty among employers; (3) an extension would be a judicial usurpation of the power of the state legislature.

Employer Rules
State Protective Laws

73031

Causey v. Ford Motor Company
10 FEP Cases 1493 (1975)

The U.S. Court of Appeals (Fifth Circuit) found that a former female employee established a prima facie case that the employer's hiring practices were sexually discriminatory when five males were hired, even though they applied after her, and she had to resort to picketing the employer before gaining employment. However, the court found no merit in the women's contentions that the employer violated Title VII by refusing to rehire her after she was laid off, and by its allegedly inadequate female restroom facilities.

Hiring Practices
Job Performance
Title VII

73032

Chandler v. Callaway
8 FEP Cases 1149 (1974)

The U.S. District Court (N.D. Cal.) ruled that the U.S. Army's regulations requiring applicants for the Women's Army Corps (WAC), but not males seeking enlistment in the Army, to have a high school education and be at least 18 years old were reasonable and constitutional. The court reasoned that: (1) every male soldier is at least a potential candidate for combat, which is not true for women soldiers, and therefore it was proper for the Army to seek as large a pool as possible for people who can perform combate roles; (2) since the need for WAC members was less, the admission standards may be higher; (3) it would be inappropriate for the court to interfere with the composition of the country's fighting force merely to achieve a balance of rights between the sexes.

Employment Qualifications
Federal Employment
3.3, 5.4

73033

Chastang v. Flynn and Emrich Co.
6 FEP Cases 357 (1973)

The U.S. District Court (Maryland) ruled that the employer violated Title VII by maintaining a retirement trust plan that differentiated between the sexes with respect to the vesting of benefits, and discriminated against males who retired early, where the evidence failed to establish sufficiently compelling reasons of business necessity to meet the bona fide occupational qualification exception.

Bona Fide Occupational Qualification
Retirement Plans

73034

Cisson v. Lockheed - Georgia Co.
10 FEP Cases 309 (1975)

The U.S. District Court (N.D. Georgia) ruled that the concept of continuing discrimination is inapplicable to the claim of a female employee who asserted that she was demoted by the employer from a management position because of her sex. The court found that for a claim of discrimination to be continuing, the demotion must be followed by discriminatory hiring or promotion practices. However, in the present case, no one had been promoted or hired into the female employee's former position and the employer was under no obligation to recall or repromote the plaintiff into the position in preference to any other candidate.

Hiring Practices

73035

Colemere v. Hampton
8 FEP Cases 474 (1973)

The U.S. District Court (Utah) ruled that the provision of the Veterans Preference Act, giving retention-in-grade preference during reduction in force to U.S. Government employees who are veterans did not violate the constitutional rights of a female nonveteran employee who was the sole support of her family or of a nonveteran physically handicapped employee. The court found that the right to be retained in grade was not a fundamental right and that the Act was constitutional because it was rationally related to a valid governmental objective.

Federal Employment

Federal Laws
Hiring Practices

73036

Communications Workers of America, AFL-CIO v. American Telephone and Telegraph Company
10 FEP Cases 435 (1975)

The U.S. Court of Appeals (Second Circuit) ruled that the U.S. Supreme Court's decision in Geduldig v. Aiello did not require the dismissal of the present Title VII action challenging the employer's failure to provide sickness and disability benefits in connection with absences due to pregnancy. The court found that the Geduldig decision concerned equal protection standards of judicial scrutiny applicable to California's legislative classification of pregnancy. Also, the decision made no reference to Title VII or to EEOC guidelines that prohibit disparate treatment of pregnancy disabilities, and it is inconceivable that the Supreme Court would circumscribe the reach of Title VII and invalidate the guidelines without mentioning them. The court further found that the instant case was one of statutory interpretation, not of constitutional analysis. The case was remanded to the District Court.

Benefit Plans
EEOC Guidelines
Geduldig v. Aiello
Title VII

73037

Coopersmith v. Roudebush
11 FEP Cases 247 (1975)

The U.S. Court of Appeals (District of Columbia) ruled that the Veterans Administration's Board of Veterans Appeals (BVA) preference that applicants for the position of attorney-advisor be recent law school graduates or have had recent experience in the practice of law did not discriminate against women and was not a violation of Title VII. The court also found that the sample test used to select applicants had content validity and did not have a disproportionate impact upon female applicants.

Federal Employment
Hiring Practices
Women in Law

73038

Corne v. Bausch and Lomb, Inc.
10 FEP Cases 289 (1975)

The U.S. District Court (Arizona) ruled that former female employees, who alleged that they were forced to resign as a result of verbal and physical advances by a male supervisor, failed to state their claim under Title VII. The conduct complained of was personal and was not a company policy that deprived the women of employment opportunities and nothing in Title VII can be construed to forbid sexual advances by another employee where such conduct has no relationship to the nature of the employment.

Title VII

73039

Corning Glass Works v. Brennan
21 WH Cases 767 (1974)

The U.S. Supreme Court held that the employer violated the equal pay provisions of the Fair Labor Standards Act by paying male night shift inspectors a higher base wage rate than female day shift inspectors. The court found that, as used in the act, "working conditions" encompass physical surroundings and hazards, but not the time of day worked. Therefore, the time of day worked can constitute a factor other than sex whereby a wage differential, in the form of a nondiscriminatory shift differential, may qualify as an exception under the Act. The Court further found that the employer did not cure its statutory violation by merely permitting women to work as night shift inspectors nor by equalizing day and night inspector wage rates by establishing higher red circle rates for existing employees working on the night shift. This decision affirmed Hodgson v. Corning Glass works and reversed Brennan v. Corning Glass Works.

Equal Pay Act

73040

Cupples v. Transport Insurance Co.
8 FEP Cases 33 (1974)

The U.S. District Court (N.D. Texas) ruled that the employer did not violate Title VII when it paid a female rate clerk in its underwriting department less than a male underwriter trainee, notwithstanding the contention that the trainee classification is an artificial one set up to pay male employees doing rate clerk work more than rate clerks who have been predominately female. The court found that when the plaintiff complained, she was given the position of underwriter trainee, and although she was the only woman in the position, there was no evidence of sexism or tokenism. The court also found the trainee classification to be a valid one, not set up to discriminate against women, and that females had not been excluded from the training program. The court also ruled that Title VII was not enacted to force an employer to pay an employee a lesser wage because he is doing a lower level of work temporarily as part of a training program.

Equal Pay
Training
4.3, 5.5

73041

Danner v. Phillips Petroleum Company
3 FEP Cases 858 (1971)

The U.S. Court of Appeals (Fifth Circuit) affirmed a District Court decision that the employer violated Title VII when, pursuant to an economy measure, it discharged a female clerical employee where none of the employer's female employees had seniority or bidding rights. Although the employer contended that it was company policy not to give such rights to clerical employees because they were not unionized, the employer extended the rights to nonunionized roustabouts or roughnecks who were all males. The court concluded that the net effect was to exclude all female employees from seniority and bidding benefits and that the employer had not shown sufficient business necessity to justify this net effect.

Employer Rules
Seniority Lists
5.5

73042

de Laurier v. San Diego Unified School District
10 FEP Cases 361 (1974)

The U.S. District Court (S.D. Cal.) ruled that the school district did not violate either the due process clause or equal protection clause of the Fourteenth Amendment when it required a pregnant teacher to take maternity leave in the eighth month of pregnancy. The court found the policy reasonable when measured against the interests of the teacher, pupils, and an orderly educational system. The court also found that in view of the unique responsibilities of teachers, the requirement was a bona fide occupational qualification.

Bona Fide Occupational Qualification
Fourteenth Amendment (Equal Protection Clause)
Maternity Leave

73043

Dessenberg v. American Metal Forming Co.
8 FEP Cases 290 (1973)

The U.S. District Court (N.D. Ohio) ruled that the company's leave policy, under which pregnant employees were not given sick leave but were terminated if they did not return to work within 30 days after taking a personal leave, ignored the biological facts of pregnancy and violated Title VII. The employer's policy of granting sick leave to alcoholic employees, but not to pregnant employees, violated the EEOC guidelines which mandate that pregnancy be treated the same as other temporary disabilities.

Benefit Plans
EEOC Guidelines
Employer Rules
Maternity Leave

73044

Drake v. American Greetings Corporation
10 FEP 1500 (1975)

The U.S. District Court (N.D. Ohio) ruled that females may maintain their Title VII action against the employer and union as a class action on behalf of women who are or have been employed by employer and who are or have been members of the union, but not on behalf of future female employees or union members. However, the class can include women who may become employees or union members or may apply during the suit.

Title VII

73045

Drake v. Covington County Board of Education
8 FEP Cases 168 (1974)

The U.S. District Court (M.D. Alabama) ruled that the board of education violated the constitutional right of privacy of an unmarried pregnant teacher when it canceled her employment contract under a state statute authorizing such action for immorality. The court found that the board had made no finding that the teacher's claimed immorality had affected her competency or fitness as a teacher, and no compelling interest as to the cancellation of her contract was established that would justify the invasion of her constitutional right of privacy.

Marital Status
State Laws

73046

East v. Romine, Inc.
11 FEP Cases 300 (1975)

The U.S. Court of Appeals (Fifth Circuit) found that a female applicant for a welding job, who claimed she was rejected because of her sex, established a prima facie case of a violation of Title VII. Plaintiff showed that she was at least presumptively qualified on the basis of her application revealing a long history of welding work, that the employer accepted applications whenever they came in, and that the employer had hired nine welders within six months after she applied. Her allegedly unsatisfactory work history did not rebut her case because the employer did not investigate work histories of male applicants whom it hired.

Hiring Practices
Title VII
5.6

73047

Equal Employment Opportunity Commission v. American Telephone and Telegraph Company
9 FEP Cases 53 (1974)

The U.S. Court of Appeals (Third Circuit) ruled that the union may not intervene in EEOC's Title VII action against the employer on the theory that it is aggrieved by the unlawful employment practices to which the present case is directed because many of the minority group and female employees alleged to be discriminated against are its members. The court found that the union made no such claim in its original complaint to intervene and that as a bargaining representative for all of its members it is disqualified from acting as a class representative for minority group and female employees.

Labor Unions

73048

Equal Employment Opportunity Commission v. Mack Trucks
Incorporated
10 FEP Cases 1028 (1974)

The U.S. District Court (Maryland) ruled that EEOC may sue the employer under Title VII for alleged sex discrimination as well as alleged racial discrimination, even though the charge filed by the individual alleged only racial discrimination, since EEOC's investigation revealed both race and sex discrimination, and EEOC had gone through administrative procedures as to the claim of sex discrimination.

EEOC

73049

Equal Employment Opportunity Commission v. Multi-Line Cans,
Incorporated
7 FEP Cases 490 (1974)

The U.S. District Court (M.D. Florida) ruled that a prior arbitration decision against a female employee who claimed that the collective bargaining agreement was violated when she was denied promotion, does not bar EEOC's Title VII action against the employer based upon a charge filed by the employee accusing the employer of sex discrimination in promotions. Since at the time of arbitration the contract did not prohibit sex discrimination, the issue raised in the present action was beyond the arbitrator's power of decision and was not submitted to him.

73050

Equal Employment Opportunity Commission v. The New York Times
Broadcasting Service
10 FEP Cases 590 (1975)

The U.S. District Court (W.D. Tenn.) found that the defendant did not violate Title VII by its failure to hire a female applicant for a reporter position in view of the fact that: (1) the applicant rejected the employer's offer to reconsider her application after it learned of her sex discrimination charge filed with EEOC; (2) the employer was the only station in the area that employed a regular female announcer-reporter; (3) three of the eight employees hired in the news department since the applicant's rejection are females; (4) the applicant indicated no damages as a result of the employer's failure to hire her. The court also ruled that discrepancy in pay between the sexes was not a violation of Title VII because it was not shown that any females hired as reporters-announcers had prior broadcasting experience comparable with that of the male employees.

Hiring Practices

73051

Erickson v. Lustra Lighting Division
22 WH Cases 139 (1974)

The U.S. District Court (N.D. Cal.) ruled that the employer did not violate the equal pay provisions of the Fair Labor Standards Act by paying a female light warehouse worker a lower wage than general warehousemen whose job involved lifting heavy weights, since the general warehousemen were involved in duties that were not expected of the female, and these duties constituted the very essence of the job.

Equal Pay Act
5.6

73052

Evans v. Sheraton Park Hotel
8 FEP Cases 705 (1974)

The U.S. Court of Appeals (District of Columbia) ruled that the maintenance of sex-segregated unions is a per se violation of Title VII, no merit being found in the contention that only racially segregated unions are per se unlawful.

Labor Unions

73053

Faro v. New York University
8 FEP Cases 609 (1974)

The U.S. Court of Appeals (Second Circuit) ruled that a female associate research professor was properly denied a preliminary injunction under Title VII to restrain the medical school from terminating her after the completion of her research project and requiring the school to place her in a tenured teaching position. The court found that the plaintiff was terminated not because of her sex but because of the financial difficulties of the medical school. The plaintiff contended that the school hired other male professors, but the court found that there was no professional comparison between their experience and skills and the purposes for which they were hired and those of the plaintiff.

Higher Education
Hiring Practices
5.2

73054
Frobig v. Held Warehouse and Transportation Co.
8 FEP Cases 926 (1974)

The U.S. District Court (E.D.N.Y.) ruled that the employer violated Title VII by paying a lower rate of pay to a female than to a male who worked on the identical machine as the female and who lacked the female employee's experience.

Equal Pay
4.3

73055
Geduldig v. Aiello
8 FEP Cases 97 (1974)

The U.S. Supreme Court held that a California statutory disability insurance system which excluded normal pregnancies from coverage did not violate the equal protection clause of the Fourteenth Amendment. In a footnote to the majority opinion the court observed that while only women can become pregnant, it does not follow that every legislative classification concerning pregnancy is a sex-based classification. The decision was also based in part on the court's finding that benefits for pregnancy-related disabilities would be too costly for the state and would give women more than their proportionate share of benefits.

Benefit Plans
Fourteenth Amendment (Equal Protection Clause)
Maternity Leave

73056
Gerdom v. Continental Air Lines Inc.
8 FEP Cases 1235 (1974)

The U.S. District Court (D.C. California) ruled that the airlines violated Title VII by suspending and terminating female flight attendants under weight and appearance programs that applied only to females.

Employer Rules

73057

Gilbert v. General Electric Company
10 FEP 1201 (1975)

The U.S. Court of Appeals (Fourth Circuit) ruled that the employer violated Title VII by excluding disability due to pregnancy from disability benefits available under its employee benefit program. Such an exclusion results in less comprehensive compensation and benefits for females than males and does so on the basis of sex. The employer's contention that pregnancy disability is voluntary was rejected by the court, since the employer raised this defense only against a disability unique to women and disregarded it in connection with any disability of male employees. The Geduldig decision was inapplicable because it was a case of constitutional analysis and the instant case is one of statutory interpretation. The decision has been appealed to the U.S. Supreme Court.

Benefit Plans
Title VII

73058

Goodyear v. Gates Rubber Company
6 FEP Cases 745 (1973)

The U.S. District Court (Colorado) ruled that the employer did not violate Title VII despite a female former employee's claim that she was denied promotion, demoted and terminated because of her sex, since: (1) evidence indicates that the employee failed to perform in a satisfactory manner; (2) evidence failed to show that the employer had any positions open for which the employee was qualified and which were denied to her because of sex; (3) there was no evidence that a psychological test was used to prejudice females as a class.

73059

Goodyear Tire and Rubber Company v. Local 200, United Rubber, Cork, Linoleum and Plastic Workers of America
10 FEP Cases 1351 (1975)

The Ohio Supreme Court found that the arbitrator did not exceed his authority when, in sustaining a grievance challenging a pension agreement that treated pregnancy-related disabilities differently than other disabilities, he held that he was empowered to modify the agreement pursuant to a provision permitting modification "where necessitated by federal or state statute or regulation." The arbitrator ruled that the EEOC guidelines on pregnancy disabilities were a regulation within the meaning of the agreement.

Benefit Plans

73060

Guthrie v. Colonial Baking Company
6 FEP Cases 662 (1973)

The U.S. District Court (N.D. Georgia) ruled that female bakery workers who had been restricted to the cake department, and were laid off when the department was closed while more junior, male employees remained at work in the bread department, were entitled to the positions held by the junior men.

Seniority Lists

73061

Hail v. White
8 FEP Cases 486 (1973)

The U.S. District Court (N.D. Cal.) ruled that the city did not violate Title VII when it refused to promote a policewoman to sergeant when she did not meet the minimum height, weight and strength and agility tests for police officers and did not meet the requirement of three years' experience as a patrolman. The court found that these factors were all related to job performance and were justified requirements.

Employee Rules
Hiring Practices
5.4

73062

Hardy v. Stumpf
7 FEP Cases 1091 (1974)

The California Court of Appeals (First Appellate District) ruled that the police department's requirement that patrolmen applicants be at least five feet seven inches tall and weigh at least 135 pounds discriminated against females, and the evidence failed to establish that this size requirement was reasonable related to job performance.

Employer Rules
Hiring Practices
5.4

73063

Harper v. Trans World Airlines
11 FEP Cases 1074 (1974).

The U.S. Court of Appeals (Eighth Circuit) ruled that the employer did not violate Title VII by its rule prohibiting the employment of spouses in the same department. There was no persuasive evidence that the rule had a disparate effect upon women by inducing more women than men to terminate their employment.

Employer Rules
Hiring Practices

73064

Hays v. Potlatch Forests, Inc.
4 FEP Cases 1037 (1972)

The U.S. Court of appeals (Eighth Circuit) ruled that an Arkansas statute requiring the employer to pay daily overtime to female employees was not invalid as being in conflict with Title VII. The court reasoned that the conflict could be avoided by paying male employees the same overtime rates, and no unreasonable burdens would be imposed upon the employers if such an extension were made.

State Protective Laws

73065

Hiatt v. City of Berkeley
10 FEP Cases 251 (1975)

A California Superior Court (Alameda Co.) ruled that the city's affirmative action plan, requiring that steps be taken to make the percentage of each race and sex in each city department the same as the percentage of that race of sex in the total population of the city, violated Title VII and the equal protection clause of the Fourteenth Amendment. The court found that the plan provided for promotion or appointment on the basis of racial or sex quotas and/or on examination grading techniques designed to produce results that prefer one race or sex over another. The court further found that the written exams used by the city were job-oriented and free from racial or cultural bias, and that the city's past record was not one of official discrimination but one of initiating programs to interest minority group individuals in preparing, applying and qualifying for city employment.

Affirmative Action
Discrimination
Hiring Practices
5.4

73066

Hodgson v. Anclote Manor Foundation
21 WH Cases 290 (1973)

The U.S. District Court (M.D. Florida) ruled that the hospital did not violate the equal pay provisions of the Fair Labor Standards Act by paying male aides more than females since the wage differential was based on factors other than sex, and the male and female aides were not performing equal work.

Equal Pay Act
5.6

73067

Hodgson v. Good Shepherd Hospital
19 WH Cases 1067 (1971)

The U.S. District Court (E.D. Texas) ruled that the hospital did not violate the equal pay provisions of the Fair Labor Standards Act by paying male orderlies a higher rate than female nurses aides where the higher rate was based on a difference in job cycles was found between the positions, and the work of the orderly called for greater skill, responsibility and effort and involved more hazardous working conditions.

Equal Pay Act
5.6

73068

Hodgson v. Kuakini Hospital
21 WH Cases 494 (1973)

The U.S. District Court (Hawaii) ruled that the hospital did not violate the equal pay provisions of the Fair Labor Standards Act by a pay differential between male orderlies and female nursesaides where their jobs were substantially different and the pay differential was based on the job function rather than sex.

Equal Pay Act
5.6

73069

Hodgson v. National Bank of Pawling
22 WH Cases 7 (1974)

The U.S. District Court (S.D.N.Y.) ruled that the bank violated the equal pay provisions of the Fair Labor Standards Act by paying a lower wage to a female drive-in teller than it paid to male tellers where their work required equal skill, effort and responsibility and was performed under similar working conditions.

Equal Pay Act
5.5

73070

Hodgson v. San Diego Unified School District
21 WH Cases 123 (1972)

The U.S. District Court (S.D. Cal.) ruled that the school district violated the equal pay provisions of the Fair Labor Standards Act by paying female custodians less than males, since they performed substantially equal duties during their working time.

Equal Pay Act
5.6

73071

Hodgson v. Security National Bank
20 WH Cases 653 (1972)

The U.S. Court of Appeals (Eighth Circuit) ruled that the bank violated the equal pay provisions of the Fair Labor Standards Act by paying female tellers less than men doing equivalent work, even though the men carried the title of management trainees under the bank's management training program. The program was not within the statutory exception of a factor other than sex, in that no woman ever qualified as a management trainee and the court rejected the bank's contention that because of their sex or marital status, none of the female tellers offered any potential for long-term employment, and therefore the bank was justified in hiring women as tellers at a lower rate than the men.

Training
5.5

73072

Hodgson v. Unity-Frank-Ford Rack Service, Inc.
21 WH Cases 865 (1974)

The U.S. District Court (E.D. Penn.) ruled that the employer violated the equal pay providions of the Fair Labor Standards Act by paying female warehouse employees a lower wage than males. Their jobs required substantially equal skill, effort and responsibility and were performed under the same working conditions.

Equal Pay Act
5.6

73073

Holthaus v. Compton and Sons, Inc.
10 FEP Cases 601 (1975)

The U.S. Court of Appeals (Eighth Circuit) ruled that the employer violated Title VII by its discharge of a female employee who was disabled by her pregnancy. The employee established a prima facie case by showing that the employer, which allowed sick employees who used up their vacation time to remain on leave without pay, changed this policy when complications ensued with her pregnancy. Also there was no evidence, as contended by the employer, that other employees could not take care of the plaintiff's work. The employer had previously dismissed two employees shortly after learning they were pregnant, which established a policy of discrimination against pregnant women.

Benefit Plans
Employer Rules

73074

Homemakers Inc. v. Division of Industrial Welfare
10 FEP Cases 633 (1974)

The U.S. Court of Appeals (Ninth Circuit) ruled that certain provisions of the California Labor Code and related orders of the California Industrial Welfare Commission requiring employers to pay overtime premium pay to female employees, conflicted with Title VII and that the Federal District Court properly refused to interpret the statutes so that they would also apply to male employees. The U.S. Supreme Court denied certiorari (11 FEP Cases 1449, 1976).

State Protective Laws

73075

Hutchison v. Lake Oswego School District
11 FEP Cases 161 (1975)

The U.S. Court of Appeals (Ninth Circuit) ruled that the school district violated Title VII by denying sick leave benefits to a teacher who was absent due to pregnancy. EEOC guidelines provided that the exclusion of pregnancy and childbirth-related disabilities from sick leave coverage violates Title VII, and this guideline is consistent with the language of Title VII and with Congressional intent to eliminate all sex discrimination in employment.

Benefit Plans
Title VII

73076

Jersey Central Power and Light Company v. IBEW Local Unions
9 FEP Cases 117 (1975)

The U.S. Court of Appeals (Third Circuit) ruled that a conciliation agreement with EEOC requiring the employer to use best efforts to increase the percentage of female and minority group employees did not conflict with the union contract provision requiring the employer to make layoffs in the reverse order of seniority. The court found that once hired, the female and minority-group employees become subject to the collective bargaining agreement. It also reasoned that Congress intended a plant-wide seniority system, that is facially neutral but that has a disproportionate impact upon female and minority-group employees as a result of past employment practices, to be a bona fide seniority system within the meaning of Title VII.

EEOC
Seniority Lists

73077

Jurinko v. Wiegand Company
7 FEP Cases 784 (1974)

On remand from the U.S. Supreme Court in light of McDonnell Douglas Corp v. Green, the U.S. Court of Appeals (Third Circuit) affirmed its prior decision that the employer violated Title VII by refusing to hire two female former employees.

Hiring Practices

73078

Jurinko v. Wiegand Company
5 FEP Cases 925 (1973)

The U.S. Court of Appeals (Third Circuit) upheld a District Court decision that the employer violated Title VII by its refusal to rehire two female employment applicants, but the Appeals Court found that the District Court erred in concluding that the applicants were discriminated against because of their status as married women. The Appeals Court also found that the District Court erred by refusing to award back seniority to the plaintiffs, since the present effects of past discrimination will be eliminated only if the former employees are given seniority and back pay from the time of the discriminatory employment practice until the time they are reinstated.

Hiring Practices
Marital Status
Seniority Lists

73079

Kahn v. Shevin
416 U.S. 351 (1974)

The U.S. Supreme Court ruled that a sex-based classification in a state tax law does not violate the equal protection clause if it is based on a ground of difference which has a fair and substantial relation to the object of the legislation: remedying the effects of past economic discrimination against women.

Fourteenth Amendment (Equal Protection Clause)
Tax Laws

73080

Kaplan v. International Alliance of Theatrical Stage Employees
11 FEP Cases 872 (1975)

The U.S. Court of Appeals (Ninth Circuit) ruled that the international and local union violated Title VII by making and enforcing a collective bargaining contract that perpetuates the effects of past discrimination against women by requiring studios to hire photographers who are union members on the industry experience roster before hiring nonmembers of the union. The plaintiff had been barred from union membership and placement on the roster, and therefore the roster had the practical effect of keeping her from being employed.

Hiring Practices
Labor Unions
Seniority Lists
Title VII

73081

Kober v. Westinghouse Electric Corporation
5 FEP Cases (1973)

The U.S. Court of Appeals (Third Circuit) affirmed the District Court ruling but found that the lower court erred when it ruled that the employer did not intentionally violate Title VII when it refused to promote female employees to certain positions because of a state statute prohibiting female employees from working the hours required by the job. The Court of Appeals found that intentional unfair employment practices are those engaged in deliberately and not accidently, and discrimination based on reliance on a state statute that conflicts with Title VII is an intentional unfair employment practice.

Fair Employment Practices
State Protective Laws
Title VII

73082

Kohr v. Weinberger
378 F. Supp 1299 (1974)

The U.S. District Court (E.D. Penn.) held that the benefit computations under the Social Security Act which permit women to use fewer years than men to compute average monthly wage, which is the basis of benefits, thereby eliminating more years of lower earning than men, were not unconstitutional discrimination against men. The court found that the provision was reasonable and not arbitrary, and had a fair and substantial relationship to the object of the legislation because its effect was to rectify the economic effects of past discrimination against women.

Retirement Plans

73083

Kornblum v. Newark Unified School District
8 FEP Cases 220 (1974)

The California Court of Appeals (First District) ruled that the district's maternity leave rule, requiring pregnant employees to begin maternity leave three months before the expected date of childbirth and not permitting them to return less than three months after childbirth, was unconstitutional in view of the U.S. Supreme Court's decision in Cleveland Board of Education v. La Fleur.

Maternity Leave

73084

Krause v. Sacramento Inn
5 FEP Cases 1074 (1973)

The U.S. Court of Appeals (Ninth Circuit) found that the employers violated Title VII by refusing to hire a woman as bartender, since the California statute forbidding women as bartenders had been declared invalid in Sail'er Inn, Inc., v. Kirby.

Hiring Practices

73085

Laffey v. Northwest Airlines Incorporated
7 FEP Cases 687 (1974)

Pursuant to its decision against the airline, the U.S. District Court (District of Columbia) ordered: (1) two year back pay recovery period to females; (2) an equalization of wages between the sexes; (3) equal lodging for both sexes; (4) a uniform cleaning allowance; (5) an injunction against weight requirements for females; (6) an injunction against forbidding females to wear eye-glasses; (7) a revision of the chain of command to eliminate sex discrimination; (8) an injunction against discriminating on the basis of sex in filling cabin attendant positions.

Employer Rules

73086

Long v. Sapp
8 FEP Cases 1079 (1974)

The U.S. Court of Appeals (Fifth Circuit) ruled that the District Court erred when it found that a female employee was not discriminated against when she was refused work as a warehouseman after being terminated from a clerical job. The District Court had found that the male sex was a bona fide occupational qualification because of the heavy lifting required of warehousemen, but the only evidence of this was the testimony of males who doubted that women could do the work. The plaintiff was not considered for the job on the basis of her individual physical capacity. The Appeals Court remanded the case to the District Court to determine if the plaintiff was refused the job solely on the basis of sex, because of her physical ability to do the work, or for lack of other valid occupational qualifications.

Bona Fide Occupational Qualification

73087

Love v. Temple University
21 WH Cases 403 (1973)

The U.S. District Court (E.D. Penn.) ruled that an employer who was sued by employees for violating the equal pay provisions of the Fair Labor Standards Act, and contended that it did so only because the union caused it to pay differential wages under the collective bargaining contract, cannot sue the union for reimbursement for the damages incurred as a result of violations of the Act.

Equal Pay Act
Labor Unions

73088

Loy v. City of Cleveland
8 FEP Cases 614, dismissed as moot, 8 FEP Cases 617 (1974)

The U.S. District Court (N.O. Ohio) ruled that female police officers who brought action under Title VII and the equal protection clause of the Fourteenth Amendment challenging a layoff system by the city were entitled to a temporary order restraining the city. The court found that the layoff system based upon the inverse order of appointment was rooted in past discriminatory hiring practices and that the plan would lay off a disproportionate number of women. The action by the female officers was subsequently dismissed as moot when the city indicated that its financial condition had changed and there would be no layoffs.

Hiring Practices
Seniority Lists
5.4

73089

Manhart v. City of Los Angeles
10 FEP Cases 101 (1975)

The U.S. District Court (C.D. Cal.) issued a preliminary injunction against the employer's practice of requiring female employees to make larger monthly retirement plan contributions than male employees. The court found that there was a reasonable likelihood that this practice violated Title VII since it applied general actuarial characteristics of female longevity to individual female employees who may actually not outlive male employees. The court also found that the practice constituted a differential based upon the factor of sex, in violation of the Equal Pay Act.

Equal Pay Act
Retirement Plans
Title VII

73090

Meadows v. Ford Motor Company
9 FEP Cases 180 (1975)

The U.S. Court of Appeals (Sixth Circuit) ruled that the difficulties of ascertaining the amount of damages suffered by women who unlawfully were not hired by the employer did not deprive the Federal District Court of the authority to award them back pay. The denial of back pay was unjust and would encourage employers with an inclination to violate Title VII to do so with impunity. The court also found that Title VII did not prohibit an award of retroactive seniority to the women. However, such an award would not depend solely upon the existence of a record sufficient to justify back pay, since the interests of the workers who might be displaced and the interest of the employer in retaining an experienced work force must also be considered.

Hiring Practices
Seniority Lists

73091

Meadows v. Ford Motor Company
6 FEP Cases 797 (1973)

The U.S. District Court (W.D. Kentucky) contemplated the following relief to remedy the employer's unlawful refusal to consider females for employment on its production lines: (1) physical exams be afforded to all female applicants who are members of the class and who still wished relief; (2) all such female applicants who pass the physical exam and who are otherwise qualified, be placed in a priority pool; (3) a second pool be created out of the list of presently qualified applicants, both male and female; (4) vacancies be filled according to a certain ratio between the two pools until the priority pool has been exhausted.

Hiring Practices
5.6

73092

NLRB v. Glass Bottle Blowers Association, AFL-CIO
10 FEP Cases 1426 (1975)

The U.S. Court of Appeals (Sixth Circuit) held that the NLRB was warranted in finding that the union violated Section 8(b)(1)(A) of the LMRA by maintaining, for the same bargaining unit, two locals that segregated their membership and grievance processing on the basis of sex. The NLRB's order requiring a merger of the two locals was not an unauthorized interference in local union affairs.

LMRA
Labor Unions
National Labor Relations Board
4.4

73093

National Organization for Women v. Gannett Company, Inc.
388 N.Y.S. 2d. 570 (1972)

The New York Supreme Court (Appellate Div.) ruled that to determine that the newspaper publisher, which published sexually-segregated classified advertisements, aided and abetted an unlawful discriminatory act in violation of the State Law on Human Rights, would require that it be established that there was a knowledgeable and intentional participation on the publisher's part in the unlawful conduct charged. The court found that the maintenance of separate sex-designated classified advertisements did not, standing alone, establish such participation.

Help-Wanted Advertising

73094

National Organization for Women v. State Division on Human Rights
8 FEP Cases 1137 (1974)

The New York Court of Appeals ruled that a newspaper that published help-wanted advertisements in sex-designated columns violated the state's Human Rights Law by aiding and abetting sex discrimination, since such advertisements reinforce discriminatory practices. The court found that sex discrimination permeates salary structures, with the result that jobs listed in the female columns are much lower paying than those in the male columns.

Help-Wanted Advertising

73095

Newman v. Delta Air Lines
7 FEP Cases 26 (1973)

The U.S. District Court (N.D. Georgia) held that Delta could not maintain a mandatory maternity leave at the end of the fifth month of pregnancy. However, Delta could refuse an employee disability pay for childbearing and could refuse to hire her back when she recovered, because the court found that the company could not hire substitutes for personnel on maternity leave, the positions affected could not be left unfilled during the interim, and because there was a slump in the airline industry at the time the plaintiff sought reemployment.

Benefit Plans
EEOC Guidelines
Maternity Leave

73096

Oakland Federation of Teachers v. Oakland School District
11 FEP Cases 262 (1975)

The U.S. District Court (N.D. Cal.) found that the school district violated Title VII by maintaining a sick leave policy that treated pregnancy differently from other temporary disabilities. Geduldig was not applicable because it was limited to interpretation of the equal protection clause and is not controlling on statutory interpretations of Title VII.

Maternity Leave
Title VII

73097

Orr v. Frank R. MacNeill & Son, Inc.
10 FEP Cases 697 (1975)

The U.S. Court of Appeals (Fifth Circuit) ruled that the defendent, an insurance agency, did not violate Title VII by paying a lower salary to the female head of the accounting department than salaries paid to male heads of the fire insurance and claims departments, because the female did not perform work equal to that of the males. The males had greater responsibilities and exercised greater skill in performing their jobs than was required of the female.

Equal Pay
4.3, 5.5

73098

Palmer v. General Mills Inc.
10 FEP Cases 465 (1975)

The U.S. Court of Appeals (Sixth Circuit) found that the employer's departmental seniority system perpetuated the effects of past sex discrimination in work assignments, and therefore violated Title VII. The system placed any woman considering transfer at a disadvantage when competing for a promotion with men who were free to enter the same department before discrimination in work assignments was ended.

Seniority Lists

73099

Park v. Firestone Tire and Rubber Co.
8 FEP Cases 755 (1974)

The U.S. District Court (N.D. Ohio) ruled that the employer did not violate Title VII despite the contention that it denied equal opportunity for employment and advancement in managerial and professional categories to females since: (1) the employer had a history of employing qualified women in such categories; (2) the employer had implemented an effective affirmative action program; (3) statistical evidence revealed that the employer hired a larger percentage of female applicants whom it interviewed than male applicants, but that the employer had had difficulty locating qualified women. The employer did not violate Title VII when it refused to hire the plaintiff in the present case since the two men hired for the position for which she applied were better qualified than she.

Hiring Practices
5.2

73100

Paterson v. The American Tobacco Co.
8 FEP Cases 778 (1974)

The U.S. District Court (E.D. Virginia) ruled that the employer and the union violated Title VII by their past acts of discrimination that resulted in unequal pay, segregated job classifications, and promotioanl systems based upon race and sex, even though the present system of posting and bidding was facially fair and neutral. The employer was not found to have discriminated in hiring on the basis of race and sex since statistics from the union and the employer, and their evidence of affirmative efforts with regard to hiring, rebutted any prima facie showing in this area. Also, the employer did not violate Title VII despite an absence of blacks and females in craft positions since their absence was due to the small number of craft positions in the employer's plant, the small turnover in those positions, the scarcity of qualified craftsmen in the area where the plants are located, and recruitment for qualified persons had been conducted in a nondiscriminatory way. The employer was found to have discriminated against blacks and females in the selection of supervisory personnel.

Hiring Practices

73101

Peltier v. City of Fargo
10 FEP Cases 1452 (1975)

The U.S. District Court (District of N.D.) found that the city did not violate the Equal Pay Act by paying smaller salaries to female police department car markers than to male patrol officers who previously performed car marking duties, since the skill, responsibility and effort of the males was significantly different from that required of females. However, the plaintiff's statistical evidence that women make up 51.2 percent of the city population but only a small percentage of the police force was sufficient to establish a prima facie case of sex discrimination in violation of Title VII. The city's recruitment practices and height and weight requirements for police department applicants were also found to be sexually discriminatory.

Equal Pay Act
Help-Wanted Advertising
Hiring Practices
Title VII
5.4

73102

Phillips v. Carborundum Co.
21 WH Cases 232 (1973)

The U.S. District Court (W.D.N.Y.) ruled that an equal pay dispute need not be submitted to arbitration under a collective bargaining agreement before female employees and the Secretary of Labor may bring action against the employer under the equal pay provisions of the Fair Labor Standards Act.

Equal Pay Act
Labor Unions

73103

Pittsburgh Press Co. v. Pittsburg Commission on Human Rights
5 FEP Cases 1141 (1973)

The U.S. Supreme Court affirmed a decision of the Pennsylvania Commonwealth Court and ruled that the order of the Commission prohibiting the newspaper from placing in sex-designated columns help-wanted advertisements for jobs that are not exempt under the City Human Relations Ordinance did not infringe upon the newspaper's rights under the First Amendment to the Constitution. The Supreme Court found that: (1) such advertisements constitute commercial speech which in prior cases had been held not to be protected by the First Amendment; (2) the Commission's restriction on advertising was incidental to its power to prohibit employment discrimination under the ordinance.

Help-Wanted Advertising

73104

Polston v. Metropolitan Life Insurance Company
11 FEP Cases 381 (1975)

The U.S. District Court (W.D. Kentucky) ruled that the employer violated Title VII by its policy of paying disability benefits to all employees for temporary disabilities, regardless of causation or voluntariness of the disability, except pregnancy and pregnancy-related disabilities, because of the EEOC guidelines. The court found that the Supreme Court's decision in Geduldig v. Aiello did not bar the Title VII action in the present case.

Benefit Plans
Maternity Leave

73105

Pond v. Braniff Airways, Inc.
8 FEP Cases 659 (1974)

The U.S. Court of Appeals (Fifth Circuit) remanded a District Court decision that a larger and heavier male nonemployee applicant was selected over a female employee as a customer service agent because he was better qualified, and not because of sex discrimination. The Appeals Court found that: (1) the airline did not give objective tests to determine the physical abilities of applicants to do the job; (2) the female employee had an absolute right to the job under the seniority provisions of the contract if the airline determined that she was qualified; (3) the airline relied upon the mere denial of discrimination rather than upon the bona fide occupational qualification defense, but gave no explanation as to why the female was never given the chance to demonstrate that she was qualified.

Bona Fide Occupational Qualification
Hiring Practices

73106

Pozorski v. Allen-Bradley Co.
21 WH Cases 899 (1974)

The U.S. District Court (E.D. Wis.) ruled that the employer violated the equal pay provisions of the Fair Labor Standards Act when, after employing both men and women in the same classification to do electrical testing work, the employer gave women a new classification that restricted them to a lower wage schedule. The women were doing the same work as men, and their classification did not result from their lack of educational qualifications.

Equal Pay Act
5.6

73107

Rackin v. University of Pennsylvania
10 FEP Cases 1318 (1974)

The U.S. District Court (E.D. Pennsylvania) ruled that a female professor who was denied promotion and tenure by the university before the 1972 amendment that eliminated the educational institution exemption from Title VII could maintain Title VII action against the university. The professor was still employed at the university and was still allegedly experiencing discrimination. The court also ruled that she could not seek relief under Executive Order 11246 because the Order is enforced solely by the Office of Federal Contract Compliance and in no way contemplates a private cause of action.

Executive Order

Higher Education Act of 1972
Title VII

73108

Reed v. Reed
404 U.S. 71 (1971)

The U.S. Supreme Court ruled that an Idaho statute which granted males a legal preference over equally qualified females in designating administrators of estates violated the equal protection clause of the Fourteenth Amendment because it failed to bear a fair and substantial relation to the object of the legislation.

Fourteenth Amendment (Equal Protection Clause)

73109

Rose v. Bridgeport Brass Company
6 FEP Cases 837 (1973)

The U.S. Court of Appeals (Seventh Circuit) ruled that the employer was improperly granted a summary judgment in a Title VII action by a female employee who claimed she was refused reinstatement to her former job because of a weight-lifting restriction on the job that was instituted for discriminatory reasons. The court found that, although the employer claimed the job was reclassified for economic reasons, the ratio of females in the position dropped markedly after reclassification, and the employee's affidavit called into question the economic motivations of the employer.

Employer Rules

73110

Rosen v. Public Service Electric and Gas Co.
5 FEP Cases 709 (1973)

The U.S. Court of Appeals (Third Circuit) ruled that the employer's pension plan, which permitted women to retire on full pension at an earlier age than men, violated Title VII since it discriminated solely on the basis of sex.

Retirement Plans

73111

Rosenfeld v. Southern Pacific Company
3 FEP Cases 604 (1971)

The U.S. Court of Appeals (Ninth Circuit) affirmed a District Court decision that the California statutes limiting the number of hours women may work and the weights they may lift do not make sex a bona fide occupational qualification for the job of railroad agent telegrapher, which requires work in excess of permitted hours and lifting of weights in excess of those permitted by state laws. The state law limitations upon female labor run contrary to the general objective of Title VII and are, therefore, by virtue of the Supremacy Clause of the U.S. Constitution, supplanted by Title VII and must be disregarded.

Bona Fide Occupational Qualification
State Protective Laws

73112

Sale v. Waverly-Shell Rock Board of Education
9 FEP Cases 138 (1975)

The U.S. District Court (N.D. Iowa) ruled that the school board violated Title VII by its denial of paid sick leave to a pregnant teacher because of the EEOC Guidelines on pregnancy-related disabilities and because no other disability was excluded from paid sick leave benefits. The court also found that the Supreme Court's interpretation of sex discrimination under the Fourteenth Amendment in Geduldig v. Aiello did not preclude a broader interpretation of what Congress intended to prohibit as discriminatory under Title VII.

Benefit Plans
Maternity Leave

73113

Satty v. Nashville Gas Co.
11 FEP Cases 1 (1975)

The U.S. Court of Appeals (Sixth Circuit) ruled that the employer's exclusion of pregnancy-related disabilities from its sick leave and seniority program violated Title VII's prohibition against sex discrimination. The Supreme Court's decision in Geduldig v. Aiello, based on the equal protection clause, was not dispositive of the instant case, which was brought under Title VII.

Benefit Plans
Title VII
Seniority Lists

73114

Schaeffer v. San Diego Yellow Cabs, Inc.
4 FEP Cases 946 (1972)

The U.S. Court of Appeals (Ninth Circuit) ruled that the employer that violated Title VII by refusing, pursuant to a California statute prohibiting female drivers from working more than eight hours a day, to permit a female taxi driver to work a nine-hour day worked by its male drivers was not liable to the female driver for back pay from the time of her first request until the date that it had notice of the federal district court decision striking down California's maximum hours statute (Rosenfeld v. Southern Pacific) and EEOC's reversal of policy on the validity of state protective laws. But the employer was liable for back pay from the date in question until the date it permitted the female driver to work nine hours, since after receiving notice of the court's decision and EEOC's reversal of policy, the employer's reliance upon the state statute no longer could be considered to be in good faith.

State Protective Laws

73115

Schaeffer v. Tannian
10 FEP 897 (1975)

The U.S. District Court(E.D. Mich.) ruled that the seniority system in the collective bargaining contract between the police supervisors' union and the city that scheduled supervisors for demotion on the basis of time in rank, not total length of service in the police department, perpetuated the effects of past discrimination against females and therefore was not bona fide under the Civil Rights Act of 1964. Such a system would result in the demotion of females more senior in total service than males who would be retained, and until recently women were deprived of time in rank by sexually-separated lines of progression which made their chances for promotion less than that for males. Female police officers were also entitled to relief in their Title VII action challenging their impending layoffs under a last hired-first fired seniority system because their layoffs were mandated in part, because of inability due to prior sex discrimination by the city, to be hired earlier and accumulate sufficient seniority.

Seniority Lists
5.4

73116

Schlesinger v. Ballard
9 FEP Cases 33 (1975)

The U.S. Supreme Court overruled a District Court decision and found that a statute requiring the mandatory discharge of male naval lieutenants who failed for a second time to be promoted but permitting female naval officers who failed for a second time to be promoted to serve for 13 years before being discharged for lack of promotion, did not violate the due process clause of the Fifth Amendment. The Court found that the different treatments are due to the fact that restrictions on the females' participation in combat and sea duty have prevented them from compiling service records comparable to those of males. The Court reasoned that Congress may have believed that because women officers had less opportunity for promotion than males, they should have a longer period of tenure to provide fair and equitable career advancement programs for both sexes.

Career Development
Federal Employment
Fifth Amendment
5.4

73117

Scott v. Opelika City Schools
8 FEP Cases 272 (1974)

The U.S. District Court (M.D. Alabama) ruled that the school district violated the Civil Rights Act of 1871 by maintaining a maternity leave policy which denied sick pay to pregnant employees. The court found that policy adversely affected women on the basis of their sex and that the school district failed to offer any rational justification for the policy. The plaintiff had also challenged the requirement that pregnant teachers go on maternity leave at the end of their seventh month of pregnancy, but this charge was rendered moot when the board changed this policy.

Benefit Plans
Maternity Leave

73118

Smith v. Troyan; Smith v. City of East Cleveland
10 FEP Cases 1380 (1975)

The U.S. Court of Appeals (Sixth Circuit) ruled that the city's requirement that applicants for police officers be at least five feet eight inches in height was not unconstitutional, even if the requirement was viewed as gender discrimination. The court found rational support for the requirement because it is nearly universally used in hiring police applicants and at least three city police officials testified to the need for height requirements. The court found unconstitutional the city's weight requirement of 150 pounds because there was no rational support for this requirement and it disqualified a disproportionate number of females who might meet the height requirements. The court rejected the contention that the test used by the city in hiring police officers was discriminatory against women.

Hiring Practices
5.4

73119

Stone v. E.D.S. Federal Corporation
5 FEP Cases 924 (1973)

The U.S. District Court (N.D. Cal.) ruled that the employer who refused to hire a female applicant for the position of systems engineer did not violate Title VII either as to applicant or to women generally since: (1) the applicant's experience did not qualify her for the position; (2) the evidence failed to establish that the employer's failure to invite the applicant to consider its trainee program was motivated by prejudice against her sex; (3) evidence did not establish that the employer's hiring practices were discriminatory.

Hiring Practices

73120

Tracey v. Oklahoma Department of Corrections
10 FEP Cases 1031 (1974)

The U.S. District Court (W.D. Okla.) ruled that the State Department of Corrections and State Personnel Board did not violate Title VII by maintaining separate registers by sex for the position of classification officer I, because of the working environment and inherent dangers in the job. However, the department did violate Title VII by maintaining separate registers by sex for the position of probation and parole officer, and by failing to consider the female applicant for three positions filled by males who had lower examination scores, since sex was not found to be a bona fide occupational qualification for these positions. The female applicant was denied back pay because the defendents acted in good faith in their belief that they were protecting females from possible harm by establishing separate registers by sex.

Bona Fide Occupational Qualification
Title VII
5.4

73121
Trivett v. Tri-State Container Corporation
7 FEP Cases 1292 (1973)

The U.S. District Court (E.D. Tenn.) ruled that the employer violated Title VII by: (1) paying lower wages to female folders than to male general floor helpers during periods when both groups of employees were doing substantially the same work; (2) allowing male employees to line up earlier at the time clock and to clock-out ahead of females; (3) failing to provide a program of testing and training that would enable females to bid on an equitable basis against males for jobs in higher classifications. The employer did not violate Title VII when it laid off females who were not qualified to do some of the heavier and higher classification work done by males who were retained, since the layoffs were for reasons other than sex.

Employer Rules
Equal Pay

73122
Tuck v. McGraw-Hill, Inc.
9 FEP Cases 94 (1974)

The U.S. District Court (S.D. New York) ruled that a former female employee's failure to file charges with EEOC within 300 days of termination bars her Title VII action against the employer, no merit being found in her contention that she alleged "continuing wrongs" in her EEOC charge. She was terminated under the employer's policy of forbidding husband and wife to work on the same publication, but she did not indicate in her charges that the employer's discriminatory acts continued after her termination, and the policy was not an alleged violation of Title VII that was continuing in nature.

Employer Rules

73123

Tuma v. American Can Company
7 FEP Cases 851 (1974)

The U.S. District Court (N.J.) ruled that the employer violated Title VII by forbidding female employees to work as general inspectors because of state female protective laws. However, the two female assistant inspectors failed to show that they had been injured by the policy. Even if they did prove their claim the court found that they would not be entitled to back pay or damages since the employer had relied in good faith upon the state laws and the conciliation agreement with EEOC on a prior charge of sex discrimination took cognizance of the state laws.

State Protective Laws

73124

Turner v. Department of Employment Security
11 FEP Cases 721 (1975)

The U.S. Supreme Court ruled that a Utah statute that made pregnant women ineligible for unemployment compensation for a period beginning 12 weeks before the expected date of childbirth and ending 6 weeks after childbirth violated the Fourteenth Amendment. The statute presumed that pregnant women were unable to work during this 18-weeks period, and this presumption was invalid under the Supreme Court's decision in La Fleur v. Cleveland Board of Education.

Benefit Plans
State Laws

73125

United States v. Offord
373 F. Supp. 1117 (1974)

The U.S. District Court (E.D. Wisc.) sustained the basic Selective Service laws against allegations that conscription of only males constituted unlawful discrimination. Although finding that Frontiero called for the invalidation of discriminatory military personnel policies, the court categorized the laws at issue as more fundamental. They represented the exercise of constitutionally mandated Congressional authority, and to find them unconstitutional could disrupt the military establishment so totally as to jeopardize national defense.

Military Draft

73126

United Steelworkers of America v. United States Steel Corporation
5 FEP Cases 1121 (1973)

The U.S. Court of Appeals (Sixth Circuit) affirmed a District Court decision that denied back pay to female employees who were not compensated for their lunch period while male employees were. The District Court found that the lunch period of females differed from that of the males in that an Ohio statute required that female employees be given an uninterrupted lunch period and a place away from the work station to enjoy it, whereas the men's lunch period was subject to the employer's discretion as to the length, timing and location.

State Protective Laws

73127

Vick v. Texas Employment Commission
10 FEP Cases 1092 (1975)

The U.S. Court of Appeals (Fifth Circuit) held that the State Employment Commission's denial of unemployment compensation benefits to a pregnant laid-off applicant was not within the section of the Civil Rights Act of 1964 which forbids employment agencies to fail or refuse to refer for employment "or otherwise to discriminate" since the denial of benefits was not included in the Commission's referral activities. The Court of Appeals also found that the District Court's decision that the Commission did not violate Title VII despite the claim that it failed to refer the plaintiff for employment because of her pregnancy was not clearly erroneous where: (1) there was no general Commission policy against the referral of pregnant women; (2) there had been extensive layoffs in the plaintiff's occupation of mathematical analyst.

Benefit Plans
Employment Agencies

73128

Vineyard v. Hollister Elementary School District
8 FEP Cases 1009 (1974)

The U.S. District Court (N.D. California) ruled that the school district violated Title VII by its policy of requiring pregnant employees to take unpaid maternity leave no later than the first day of the eighth month of pregnancy. The U.S.

Supreme Court's decision in Geduldig v. Aiello was inapplicable to the Title VII action in the present case because: (1) there was no showing, as in Geduldig, of a strong economic justification for excluding pregnant teachers from disability benefits and; (2) Congress intended Title VII to have broader reach than the equal protection clause of the Fourteenth Amendment.

Benefit Plans
Maternity Leave

73129

Warshafsky v. The Journal Company
7 FEP Cases 1105 (1974)

The Wisconsin Supreme Court ruled that a state statute that restricted females from street trade occupations until they reach the age of 18 but permitted boys 12 years of age and older to engage in such occupations did not violate the equal protection clause of the Fourteenth Amendment since the statute constituted a reasonable legislative attempt to protect the well being of its minor female citizens and did not violate the rights of juveniles.

Employment Opportunities
State Laws
6.1

73130

Weinberger v. Wiesenfeld
955 S.Ct. 1225 (1975)

Disallowing Social Security benefits to survivors of women wage earners while granting them to survivors of men wage earners was ruled unconstitutional by the U.S. Supreme Court. The Court held that the sex-based distinction in the Act, resulting in the efforts of women workers required to make social security contributions producing less protection for their families than was produced by the efforts of men, violated the right to equal protection under the due process clause of the Fifth Amendment.

Benefit Plans
Fifth Amendment

73131

Weise v. Syracuse University
10 FEP Cases 1331 (1975)

The U.S. Court of Appeals (Second Circuit) ruled that the university's refusal to reconsider one of the plaintiff's termination, following the issuance of a report by a faculty senate panel that her discharge had violated applicable procedure and had not considered her qualifications, was within the scope of Title VII. Although the university's conduct was not, strictly speaking, a refusal to hire or a discharge, the court ruled that Title VII is sufficiently broad to cover the discriminatory refusal by the university in violation of its own internal procedures, to reconsider the plaintiff's termination.

Higher Education
Title VII

73132

Wernet v. Meat Cutters Local 17
6 FEP Cases 602 (1973)

The U.S. Court of Appeals (Sixth Circuit) affirmed a District Court ruling that the union had violated Title VII by its failure to adequately represent female employees who had filed grievances challenging the employer's sex segregated seniority lists, but that the employees are not entitled to money damages because the union relied in good faith upon a state protective statute.

Labor Unions
State Protective Laws
4.4

73133

Wetzel v. Liberty Mutual Insurance Co.
9 FEP Cases 227 (1975)

The U.S. Court of Appeals (Third Circuit) ruled that the company's income protection plan that excluded pregnancy-related disabilities discriminated against women in violation of Title VII. The court rejected the employer's contention that pregnancy was excluded because it is a voluntary disability, since the plan covered other disabilities due to voluntary activities and because pregnancy is not always voluntary. The court also found that the employer's policy requiring pregnant employees to return from maternity leave within three months of the date of delivery violated Title VII. The court also rejected the employer's argument that pregnancy was excluded in order to maintain the financial integrity of its plan, because the employer provided no statistical information to support this claim, and cost is no defense for this claim, and cost is no defense for this violation of Title VII, in view of EEOC guidelines. The U.S. Supreme Court's decision in Geduldig v. Aiello was not dispositive of the instant case, which was based on statutory interpretation and not constitutional analysis.

Benefit Plans
Maternity Leave

73134

White v. Flemming
11 FEP 630 (1975)

The U.S. Court of Appeals (Seventh Circuit) ruled that a city ordinance forbidding female tavern employees to sit with male patrons violated the Fourteenth Amendment since the ordinance constituted a sex-based classification and was not rationally related to legitimate government interests. The city contended that the ordinance was intended to eliminate solicitation, immorality and fraud, but it did not show how this was more attainable by regulating the service of drinks by women rather than by men.

Employer Rules

73135

Williams v. General Foods Corporation
7 FEP Cases 827 (1974)

The U.S. Court of Appeals (Seventh Circuit) found that in Title VII action by female employees challenging the employer's denial of overtime to females, the District Court erred in granting summary judgment to the employer instead of the employees, where the employer limited the hours of work for females in reliance upon a state protective statute. The Appeals Court ruled that the lack of discriminatory intent was no defense to Title VII liability. The Appeals Court also found that the District Court would not abuse its discretion if, on remand, it denied declaratory and injunctive relief and back pay to the plaintiffs. The employer had changed its overtime policy more than three years ago, before the institution of the present action and in an attempt to comply with Title VII.

State Protective Laws

73136

Yuhas v. Libby-Owens-Ford Company
10 FEP Cases 1138 (1974)

The U.S. District Court (N.D. Ill.) ruled that the employer did not violate Title VII despite the contention that it discriminated against female employees by reason of its "spouse rule" since: (1) the basis of the rule was marital status and not sex; (2) the employer made a sufficient showing of business necessity, the reduction of absenteeism, that would constitute legitimate, nondiscriminatory reasons for justifying the rule.

Hiring Practices
Marital Status

73137

Zichy v. City of Philadelphia
10 FEP Cases 853 (1975)

The U.S. District Court (E.D. Pa.) ruled that the city violated Title VII by its policy of forbidding the use of sick leave for maternity-related disabilities unless the disability resulted from complications during pregnancy or childbirth, despite the city's contention that its policy allowed sick leave only for illness or injury, rather than general disability, and that normal pregnancy did not constitute an illness or injury. The court found that: (1) the EEOC guidelines did not distinguish between normal and complicated pregnancy and childbirth; (2) work disability because of pregnancy or childbirth deserved the same treatment as other temporary disabilities; (3) the city extended sick leave for physical disabilities generally, rather than only for those from illness or injury with pregnancy and childbirth being the only exception. The decision in Geduldig v. Aiello did not control the disposition of the instant case.

Benefit Plans

7.4 NLRB Decisions

74001

Bekins Moving and Storage Co.
86 LRRM 1323 (1974).

The Board ruled that it will consider, prior to union certification, the merits of an election objection challenging a union's capacity to represent employees fairly. But the employer cannot raise discrimination charges until after the union has won the representation election. The Board established the policy of determining, on a case-by-case basis, whether there is sufficient evidence of unfair representation to warrant the denial of certification. Since the courts have not yet declared sex a suspect classification, a majority of the Board held that precertification investigations should be restricted to complaints alleging discrimination on the basis of race, alienage, or national origin.

Labor Unions

74002

Bell and Howell Co.
87 LRRM 1172 (1974).

The Board denied the employer's motion to disqualify the union that won the representation election from certification because the union allegedly engaged in sex discrimination. The Board found that neither the Constitution nor the NLRA require the disqualification of a union on the basis of sex discrimination, and that the question of the union's fair representation of all employees should be resolved in other proceedings under the NLRA.

Labor Unions

74003

Grants Furniture Plaza, Inc.
87 LRRM 1175 (1974).

The Board certified the union that had won the election, despite the employer's claim that the union engaged in discriminatory practices. The evidence was insufficient to disqualify the union from certification.

Labor Unions

74004

Pacific Maritime Association
85 LRRM 1389 (1974).

The Board ruled that the union violated the LMRA when it caused employers to discriminate against female job applicants by denying them use of the exclusive hiring hall solely on the basis of sex, and the employer association violated the Act by acquiescing in this hiring arrangement.

Hiring Practices
Labor Unions

74005

Union Carbide Corp.
86 LRRM 1606 (1974).

The Board certified the union that won the election, despite the employer's motion to disqualify the union on the grounds of sex discrimination. The decision was based on the Bekins case, in which the majority of the NLRB held that they would not consider precertification allegations that a union engaged in sex discrimination.

Labor Unions

7.5 Law Review Articles

75001

Aiello v. Hansen: a step toward a sex-based constitution.
New England Law Review, 9 (Spring, 1974), 606-614

Aiello v. Hansen is analyzed and evaluated and seen as a step toward removing barriers which deprive women of employment opportunities and full-class citizenship. The comment was written before the Supreme Court reversed the decision in Geduldig v. Aiello.

Aiello v. Hansen
Benefit Plans

75002

Are sex-based classifications constitutionally suspect?
Northwestern University Law Review, 66 (September-October, 1971) 481-501

This comment examines the constitutional justifications for sex-based legislation, compares its historical purposes with the effects of present day discrimination, and attempts to formulate equal protection standards that can be used to eliminate sex discrimination. It is somewhat dated because many decisions on sex-based classifications have been handed down since it was written.

Fourteenth Amendment
(Equal Protection Clause)

75003

Barefoot and pregnant-still: equal protection for women in light of Geduldig v. Aiello.
South Texas Law Journal, 16 (No. 2, 1975), 211-240

This comment examines the Aiello decision within the context of earlier Supreme Court decisions addressing sex-based classifications and looks at the impact of the decision on the constitutional remedies available to women in the area of sex discrimination. It also examines the equal protection clause and the criteria the Supreme Court has used to determine if a discriminatory state law violates the equal protection mandate.

Benefit Plans
Fourteenth Amendment
(Equal Protection Clause)

Geduldig v. Aiello
Judicial Attitudes
Protective Legislation

75004

Bartlett, Katharine
Pregnancy and the Constitution: the uniqueness trap.
California Law Review, 62 (December, 1974), 1532-1566

This comment maintains that the same considerations which have recently impelled courts to carefully examine sex-based classifications apply with equal force to classifications based on pregnancy. The constitutional models for reviewing laws or practices that single out pregnant women for special treatment - equal protection, substantive due process, and the irrebuttable presumption model-are discussed. Geduldig v. Aiello is examined to show how equal protection has been twisted to accommodate the stereotypes associated with pregnancy. The comment concludes by examining the implications of Geduldig and the possibilities for combating its most damaging effects.

Benefit Plans
Fourteenth Amendment
(Equal Protection Clause)

Geduldig v. Aiello
Maternity Leave

75005

Beans, Harry C.
Sex discrimination in the military
Military Law Review, 67 (Winter 1975), 19-83

This article examines the current state of the law on sex-based discrimination and the evolving equal protection doctrine as it is being applied to sex discrimination. Against this background, military statutes and regulations that provide special treatment for either sex are reviewed. Recommendations on how the military can achieve compliance with the statutory and constitutional requirements barring discrimination are also included, and what will have to be done if the Equal Rights Amendment is ratified.

Benefit Plans
Bona Fide Occupational Qualifications
Fourteenth Amendment
(Equal Protection Clause)
5.4, 7.1, 7.3

75006

Bennett, Barry J. and Ellen Siegler Bennett.
Labor law meets Title VII: remedies for discrimination in employment.
Connecticut Law Review, 6 (Fall, 1973), 66-85

The authors examine instances in which discrimination issues have been resolved through the traditional labor law remedies of arbitration, the NLRB and court decisions pursuant to the NLRA of 1947. They conclude that although the potential for effective relief from discrimination exists outside of Title VII within the pre-1964 labor law structure, Title VII is the preferred remedial vehicle for victims of employment discrimination.

Discrimination
Federal Laws
Labor Arbitration Decisions
NLRA
Title VII
7.1, 7.3, 7.4

75007

Bernstein, Merton and Lois G. Williams
Title VII and the problem of sex classifications in pension programs.
Columbia Law Review, 74 (November, 1974), 1203-1230

Both Title VII and the Equal Pay Act prohibit employers from following pension practices which vary benefits or contributions according to the sex of the recipient. Current pension programs which use separate actuarial tables for men and women attribute to the individual employee the characteristics of a category, sex, which do not necessarily hold true for the particular individual.

Benefit Plans
Equal Pay Act
Retirement Plans
Title VII

75008

Besser, Howard R.
Recent developments in equal employment opportunity litigation.
Cleveland State Law Review, 22 (Winter, 1973), 72-124

Sex discrimination cases are discussed in this comprehensive article on fair employment. State protective laws, maternity leaves, and terminations are examined in some detail.

Maternity Leave
State Protective Laws
7.3

75009

Binder, Dennis
Pregnancy, maternity leave and Title VII
Ohio North Law Review, 1 (No. 1, 1973), 31-47

Court decisions on pregnancy and maternity leave are discussed and compared. Traditional maternity benefit plans are reviewed, and the changing policies of employers are noted.

Maternity Leave
Title VII

75010

Blumberg, Grace
Sexism in the code: a comparative study of income taxation of working wives and mothers.
Buffalo Law Review, 21 (Fall, 1971), 49-98

This article examines the American taxation of working wives and mothers in the context of other national systems, the pattern of work disincentive embodied in the Internal Revenue Code, and the social and political desirability of neutral taxation for married women. Proposed revisions of Section 214, on child care, are included.

Child Care
International Studies
Tax Laws
Working Wives
6.2

75011

Braeman, Kathryn
Child care: a mandatory or permissive item of bargaining.
Labor Law Journal, 26 (April, 1975), 250-256

Significant NLRB and court decisions on the scope of bargaining are examined and the activities of the Amalgamated Clothing Workers of America in child care are described. The author concludes that with changes in public opinion, child care services will become a mandatory subject of bargaining, sanctioned by the NLRB and enforced by the courts.

Child Care
Labor Unions
4.4

75012

Buek, Alexandra Polyzoides and Jeffrey H. Orleans.
Sex discrimination- a bar to democratic education: overview of Title IX of the Education Amendments of 1972.
Connecticut Law Review, 6 (Fall, 1973), 1-27

This article provides a section-by-section analysis of Title IX and suggests a legal framework in which to evaluate separate or different treatment of the sexes in the activities to which it applies. It includes a summary of the coverage and disposition of the various provisions considered by Congress in the development of Title IX.

Affirmative Action
Discrimination
Higher Education Act of 1972
Reed v. Reed
5.2

75013

Callis, Philip E.
Minimum height and weight requirements as a form of sex discrimination.
Labor Law Journal, 25 (December, 1974), 736-745

This article considers the elements necessary to make a case of sex discrimination when minimum height and weight requirements are involved and examines recent cases which have considered the question. The Equal Protection Theory and Title VII have been most commonly used in successful cases against such requirements.

Bona Fide Occupational Qualifications
Employment Qualifications
Fourteenth Amendment (Equal Protection Clause)
Hiring Practices
Title VII

75014

Cary, Eve
Pregnancy without penalty.
The Civil Liberties Review, 1 (Fall, 1973), 31-48

Employment discrimination against pregnant women is examined, including major litigation on maternity leave. The author discusses the practice of treating pregnancy differently from other temporary disabilities and a pregnant woman's difficulty in receiving unemployment compensation when she is fired or forced to take unpaid, unwanted maternity leave.

Discrimination
Maternity Leave
6.2, 7.3

75015

The case of the pregnant school teachers: an equal protection analysis.
Maryland Law Review, 34 (No. 2, 1974), 287-326

This note discusses the Supreme Court's due process decision in Cleveland Board of Education v. La Fleur and formulates an equal protection analysis. The author suggests that equal protection was a more proper basis for the decision and discusses the legal difficulties the Court might have had in such an analysis.

La Fleur v. Cleveland Board of Education
Fourteenth Amendment
Maternity Leave
7.3

75016

Chittick, Elizabeth
Questions and answers most frequently asked about the Equal Rights Amendment.
Women Lawyers Journal, 59 (Winter, 1973), 11-14

This brief article presents a good summary of the need for the Amendment and the impact it will have on such issues as alimony and child support, property laws, protective legislation, the draft, and jury and criminal laws.

Equal Rights Amendment

75017

Civil Rights-merger of sex-segregated unions- the denouncement of the doctrine of separate but equal.
Howard Law Review, 18 (No. 3, 1975), 834-842

This note discusses the decision in Evans v. Sheraton Park Hotel which held that the maintenance of sex-segregated local unions violates Title VII.

Evans v. Sheraton Park Hotel
Labor Unions
Title VII

75018

Cleveland Board of Education v. La Fleur: mandatory maternity leave-due process v. equal protection.
Arkansas Law Review, 28 (Spring 1974), 150-161

The Supreme Court decision in La Fleur is examined, along with earlier circuit court decisions on mandatory maternity leave and equal protection. It is the opinion of the author that La Fleur was rooted more in expedience than any particular constitutional principle. The practical effects of the decision were to remedy a situation for which Congress had authorized prospective redress through the Civil Rights Act of 1964, and to avoid a judicial resolution of the national Equal Rights Amendment deliberation.

La Fleur v. Cleveland Board of Education
Fourteenth Amendment
Maternity Leave

75019
Conlin, Roxanne Barton
Equal protection versus Equal Rights Amendment-where are we now?
Drake Law Review, 24 (Winter, 1975), 259-335

Laws and cases on sex discrimination in the areas of family law, criminal law, employment, education and the rights of citizenship are examined. Court decisions under the equal protection clause are found to be contradictory and confusing. The author favors the Equal Rights Amendment for remedying sex discrimination.

Equal Rights Amendment
Fourteenth Amendment
(Equal Protection Clause)
7.0

75020
Constitutional law: ameliorative sex classification and the equal protection clause.
Washburn Law Journal, 14 (Winter, 1975), 127-133

Kahn v. Shevin is discussed and compared with the Court's decision in Frontiero. It is the opinion of the author that Kahn has not established the future direction of the Supreme Court's sex based discrimination doctrine and that the decision may have placed sex discrimination cases in limbo until they can be reviewed under a more decisive mandate.

Fourteenth Amendment
(Equal Protection Clause)
Frontiero v. Richardson
Kahn v. Shevin
7.3

75021
Constitutional law-due process-federal law conclusively presuming spouse of serviceman to be his dependent while rebuttably presuming spouse of servicewoman not to be her dependent violates due process guarantee of Fifth Amendment.
Florida State University Law Review, 2 (Winter, 1974), 166-178

Frontiero v. Richardson is analyzed and found to reflect the problems inherent in the inflexible, two-tiered approach of strict and limited scrutiny.

Fifth Amendment
Fourteenth Amendment
(Equal Protection Clause)
Frontiero v. Richardson
7.3

75022

Constitutional law-due process-United States Supreme Court on plurality opinion names sex a suspect classification requiring compelling interest test-Frontiero v. Richardson. Creighton Law Review, 7 (Fall, 1973), 69-91

The significance of Frontiero is the Supreme Court's failure to resolve the issue of the proper test for sex discrimination cases and its failure to resolve the semantic quarrel over applying equal protection standards. The author suggests a balancing test which could combine historical guidelines and contemporary values as a guide in sex discrimination cases.

Fifth Amendment
Frontiero v. Richardson
Judicial Attitudes
7.3

75023

Constitutional law-equal protection and the mandatory maternity leave cases-Buckley v. Coyle Public School System. University of Toledo Law Review, 5 (Winter, 1974), 366-381

Decisions dealing with sex-based classifications are reviewed with special emphasis on Buckley v. Coyle, in which the court ruled that a regulation which requires a woman to terminate her employment upon pregnancy invades her constitutional right to be pregnant by forcing her to choose between pregnancy and employment.

Buckley v. Coyle Public School System
Fourteenth Amendment
(Equal Protection Clause)
Maternity Leave
7.3

75024

Constitutional law-equal protection-discrimination against pregnancy is not discrimination. Brigham Young Law Review, 1975 (No. 1, 1975), 171-181

Geduldig v. Aiello is criticized for removing pregnant women from the protection they formerly had under Title VII and for not specifying a standard of judicial review to be applied in future sex discrimination cases.

Benefit Plans
Geduldig v. Aiello

75025

Constitutional law-equal protection-discrimination based on sex in the provision of armed services dependents' benefits.
Case Western Reserve Law Review, 24 (Summer, 1973), 824-845

Frontiero v. Richardson and Reed v. Reed indicate that a state's interest in administrative convenience will rarely, if ever, be sufficient to permit the use of a sex-based classification. Passage of the Equal Rights Amendment is advocated to assure equality of rights between the sexes.

Frontiero v. Richardson
Reed v. Reed
7.3

75026

Constitutional law-equal protection-exclusion of pregnancy-related disabilities from state salary compensation insurance program denies equal protection to pregnant employees.
Vanderbilt Law Review, 27 (April, 1974), 551-560

This note discusses the case of Aiello v. Hansen, in which the court ruled that the section of the California Unemployment Insurance Code, which excludes pregnancy-related disabilities from salary compensation insurance coverage, deprives pregnant employees of equal protection of the law. The article recognizes the great expense of insuring pregnancy-related disabilities through the employee-financed program, and proposes two solutions to reduce the economic drain on the program: (1) female workers should sign a letter of intent to return to work if they become pregnant and give birth; (2) employees should be given the option of maternity coverage, but only if they are willing to carry part of the additional cost.

Aiello v. Hansen
Benefit Plans
Fourteenth Amendment
(Equal Protection Clause)
6.2, 7.3

75027
Constitutional law-equal protection-Fifth Amendment, due process -plurality of court decides that sex-based classifications are "suspect."
Rutgers-Camden Law Journal, 5 (Winter, 1974), 348-364

This comment examines the impact of the Supreme Court's decision in Frontiero on the use of sex as a basis for statutory classification in light of the equal protection safeguard of the Fifth and Fourteenth Amendments of the Constitution. Several recent court decisions on sex-based classifications are reviewed, and the author concludes that the judicial foundation is now firm for a concerted judicial attack on the maze of sex-based statutory schemes.

Fifth Amendment
Fourteenth Amendment
(Equal Protection Clause)
Frontiero v. Richardson
7.3

75028
Constitutional law-equal protection-sex-based classifications
Wisconsin Law Review, 1972 (No. 2, 1972), 626-633

Reed v. Reed is criticized as a misapplication of traditional equal protection analysis. The author believes such analysis is unreliable as a tool to secure equal rights, and advocates the recognition of sex as a suspect classification as an alternative.

Fourteenth Amendment
(Equal Protection Clause)
Reed v. Reed
7.3

75029
Constitutional law-equal protection-state probate code discriminating in favor of males violates equal protection clause.
Vanderbilt Law Review, 25 (March, 1972), 412-418

Reed v. Reed is discussed and found to be a significant landmark in the developing interpretation of the Fourteenth Amendment. The author is critical of the Court's failure to declare sex a suspect classification.

Fourteenth Amendment
(Equal Protection Clause)
Reed v. Reed
7.3

75030
Constitutional law-equal protection-treating maternity disabilities differently from sick leave is unconstitutional absent persuasive justification-Scott v. Opelika City Schools.
Cumberland-Samford Law Review, 5 (Winter, 1975), 526-534

This note reviews the major cases dealing with mandatory maternity leave policies and sex-based classifications: Reed, Frontiero and La Fleur.

Fourteenth Amendment
(Equal Protection Clause)
Maternity Leave
Scott v. Opelika City Schools

75031
Constitutional law-equal protection-under a compulsory unemployment disability insurance system, a state may permissibly exclude from coverage disability resulting from normal pregnancy.
Journal of Urban Law, 52 (Winter, 1974), 591-601

Geduldig v. Aiello and its impact on the standards of equal protection in the area of sex-based classifications is discussed.

Benefit Plans
Fourteenth Amendment
(Equal Protection Clause)
Geduldig v. Aiello
7.3

75032
Constitutional law-Fifth Amendment due process-sex discrimination-suspect classification.
Duquesne Law Review, 12 (Summer, 1974), 982-988

Frontiero v. Richardson is examined. The plurality opinion that sex is a suspect classification is seen as a possible step toward the adoption of strict scrutiny by the Court as its standard in dealing with sex discrimination.

Fifth Amendment
(Due Process Clause)
Frontiero v. Richardson

75033

Constitutional law-Fourteenth Amendment-classification based on sex is inherently suspect.
Journal of Urban Law, 51 (February, 1974), 535-545

The Court's decision in Frontiero v. Richardson is analyzed and criticized for its failure to extend the full protection of the Fourteenth Amendment to sex-based classifications.

Fourteenth Amendment
(Equal Protection Clause)
Frontiero v. Richardson

75034

Constitutional law-Fourteenth Amendment-equal protection-injunctive relief granted to female denied employment solely because of her sex.
Journal of Urban Law, 51 (February, 1974), 546-555

Eslinger v. Thomas is analyzed and found to be significant in that the court adopted an intermediate approach between rational basis and compelling state interest which casts more of a burden upon the state to justify any discriminatory legislation. The decision is seen as indicating a possible trend toward establishing sex as a suspect classification in employment.

Eslinger v. Thomas
Fourteenth Amendment
(Equal Protection Clause)
7.3

75035

Constitutional law-Fourteenth Amendment-public school maternity laws-Cleveland Board of Education v. La Fleur.
Ohio State Law Journal, 35 (No. 4, 1974), 1004-1026

This note suggests that the Supreme Court's decision in La Fleur was based on procedural rather than substantive due process, and that the safeguards afforded by that approach failed to adequately protect the constitutional rights of the teachers. Possible reasons why the Court did not discuss and apply the equal protection clause are also examined.

Cleveland Board of Education v. La Fleur
Fourteenth Amendment
Maternity Leave
7.3

75036

Constitutional law-Frontiero v. Richardson, uniform services fringe benefit statute which presumes spouses of male members to be dependent but requires spouses of female members to be dependent, in fact, is violative of due process.
Loyola University of Chicago Law Journal, 5 (Winter, 1974), 295-313

This comment finds that the Frontiero decision did little to clarify the Court's equal protection policies in the area of sex discrimination. The author believes the decisions in Reed and Frontiero show some indication that the Burger Court may be formulating a new standard of review in equal protection cases, but she sees a change in policy only after the final disposition of the Equal Rights Amendment.

Fourteenth Amendment
(Equal Protection Clause)
Frontiero v. Richardson
Reed v. Reed
7.3

75037

Constitutional law-mandatory maternity leave termination and return provisions of school boards violate the due process clause of the Fourteenth Amendment.
Drake Law Review, 23 (June 1974), 690-695

The implications of the Supreme Court's La Fleur decision for maternity leave policies are discussed.

Fourteenth Amendment
(Equal Protection Clause)
La Fleur v. Cleveland Board of Education
Maternity Leave
7.3

75038

Constitutional law-mandatory pregnancy leave regulations are denial of due process.
Washington Law Review, 50 (February, 1975) 481-504

This article maintains that the Court is reviving substantive due process as a basis for reviewing legislative means, but without identifying any fundamental interests which the legislation infringed. The author believes these interests must be clearly identified in order to justify due process scrutiny of legislative means.

La Fleur v. Cleveland Board of Education
Fourteenth Amendment
Maternity Leave

75039

Constitutional law-pregnancy leaves-The United States Supreme Court uses due process rather than equal protection to decide maternity leave cases-Cleveland Board of Education v. La Fleur.
Creighton Law Review, 7 (Summer, 1974), 624-645

This note examines the La Fleur decision and maintains that the Court's use of due process provided a necessary, flexible standard of judicial review, although the decision provided little guidance for lower courts confronted with pregnancy-related employment issues. Among the questions left unanswered in the decision are the right to employment and sex as a suspect class.

Fifth Amendment
La Fleur v. Cleveland Board of Education
Maternity Leave
7.3

75040

Constitutional law-sex discrimination-Supreme Court plurality declares sex a suspect classification.
Tulane Law Review, 48 (April, 1974), 710-720

Frontiero v. Richardson is discussed and while it is seen by the authors as providing little guidance to lower courts, they believe the plurality opinion may have significant implications for future Supreme Court decisions involving women's rights.

Benefit Plans
Frontiero v. Richardson

75041

Constitutional law-Social Security Act granting benefits to women only violates equal protection.
Fordham Law Review, 44 (October, 1975), 170-179

The Supreme Court's decision in Weinberger v. Wiesenfeld is examined. While the majority of the Court did not declare sex a suspect classification, it did reveal that it is willing to invalidate certain types of sex discrimination by applying the traditional equal protection rational basis standard more vigorously than in the past.

Benefit Plans
Fourteenth Amendment
(Equal Protection Clause)
Weinberger v. Wiesenfeld
7.3

75042

Constitutional law-taxation-equal protection-sex as a criterion for tax exemption.
Duquesne Law Review, 13 (Winter, 1974), 389-395

Kahn v. Shevin is examined and seen as a signal that the Supreme Court will not adopt sex as an inherently suspect classification, subject to strict judicial scrutiny. As an indicator of the future of equal protection analysis of gender Kahn represents a significant link between strict judicial scrutiny and the fair and substantial relation test.

Fourteenth Amendment
(Equal Protection Clause)
Kahn v. Shevin
Tax Laws

75043

Constitutional law-tax exemption for widows upheld over sex discrimination challenges.
North Carolina Law Review, 53 (February, 1975), 551-560

Kahn v. Shevin is discussed and is found to present a "fair and substantial basis" test for statutes involving sex discrimination that result in reverse discrimination. The test involves inquiries about the purpose of a sex-based statute and about the effects of the statute on those who suffer discrimination because of it. The author believes this two-pronged test makes it clear that the Supreme Court is willing to give the states some leeway in drafting statutes to rectify past discrimination against women as long as it does not invidiously discriminate against men.

Kahn v. Shevin
Tax Laws
7.3

75044

Constitutional law: the equal protection clause and women's rights.
Loyola Law Review, 19 (No. 2, 1973), 542-551

This note reviews significant Supreme Court decisions on sex discrimination statutes emphasizing Reed v. Reed. The suthor notes that in Reed the Court had the opportunity to hold sex a suspect classification and to extend the scope of the equal protection clause, but failed to do so.

Discrimination
Fourteenth Amendment
(Equal Protection Clause)
Reed v. Reed
7.3

75045

Cook, Camille W.
"Why can't a woman be more like a man" or vice versa?
Alabama Law Review, 35 (October, 1974), 409-418

This article presents a summary of laws that treat women and men differently strictly on the basis of sex. It is the opinion of the author that these differences are seldom justifiable, and their obliteration will require a substantial revision of law.

7.0

75046

Cooper, George
Introduction: equal employment law today.
Columbia Human Rights Law Review, 5 (Fall, 1973), 263-279

This introduction to a symposium on fair employment reviews Title VII and the cases on equal employment that have been decided since its passage.

Title VII
7.1, 7.3

75047

Coulson, Robert
The emerging role of Title VII arbitration.
Labor Law Journal, 26 (May, 1975), 263-269

Court cases dealing with the conflict between seniority systems and public policy are examined and the role of court-appointed arbitrators to bring about compliance with the remedial order is discussed.

Seniority Lists
Title VII
7.3

75048

Current trends in pregnancy benefits - 1972 EEOC guidelines interpreted.
De Paul Law Review, 24 (Fall, 1974), 127-142

This comment considers EEOC's guidelines which mandate that an employer provide the same supplementary compensation for pregnant employees as are provided for other employees who suffer a disability. Conflicts between the guidelines and court decisions are reviewed.

Benefit Plans
EEOC Guidelines
Geduldig v. Aiello
7.3

75049

Discrimination in classified advertising - Pittsburgh Press Company v. Pittsburgh Commission on Human Relations.
Albany Law Review, 38 (No. 4, 1974), 847-865

This comment traces the Pittsburgh Press case through the court system and analyzes the major issues and changes in the various courts. The author notes that while initially the case seems to guarantee the demise of sex-segregated headings in the classified ads, the Supreme Court decision is confined to upholding the injunction ordered by the Pittsburgh Human Relations Commission.

Help-Wanted Advertising
Pittsburgh Press Co. v. Pittsburgh Commission on Human Relations

75050

Dismissals for pregnancy in government employment.
Maine Law Review, 25 (No. 1, 1973), 61-87

This comment examines all Fifth and Fourteenth Amendment pregnancy cases brought before the federal courts of appeal and the military case of Struck and Gutierrez brought before the federal district courts. Two variables, the presentation of medical evidence and the designation of the comparable group as temporarily disabled others, are stressed in the analysis.

Fifth Amendment
Fourteenth Amendment
Gutierrez v. Laird
Maternity Leave
Robinson v. Rand
Struck v. Secretary of Defense
5.4, 7.3

75051

Draper, Virginia
A historical sketch of the major labor law developments that have occurred as a result of the Civil Rights Act of 1964 and the activities of the Equal Employment Opportunity Commission.
Howard Law Journal, 18 (No. 1, 1973), 29-87

This article concludes that Congress has strengthened existing civil rights laws by bringing more employers within the prohibitions of the Act.

Civil Rights Act of 1964
EEOC

75052

Economic discrimination-denial of Social Security benefits premised on gender-based classifications is unconstitutional-violates equal protection.
Akron Law Review, 9 (Summer, 1975), 166-174

The Supreme Court's decision in Weinberger v. Wiesenfeld is compared with the Frontiero and Kahn decisions. From these decisions a new, more stringent minimum rationality test has evolved under which the Court will probably strike down sex-based benefit structures unless, as in Kahn, the benefit is intended to compensate women for past economic discrimination.

Benefit Plans
Frontiero v. Richardson
Kahn v. Shavin
Weinberger v. Wiesenfeld
7.3

75053

Edwards, Harry T.
Sex discrimination under Title VII: some unresolved issues.
Labor Law Journal, 24 (July, 1973), 411-423

Court decisions involving the BFOQ exemption customer preferences, fringe benefit plans and maternity leave discussed.

Bona Fide Occupational Qualification
Exemption
Maternity Leave
Title VII
7.3

75054

Effect of the Equal Rights Amendment on Minnesota law.
Minnesota Law Review, 57 (March, 1973), 771-805

This note explains the Equal Rights Amendment and discusses the Minnesota statutes and common law rules which are most likely to be brought under judicial scrutiny if the amendment is ratified. The areas of law included are marital relationships, labor legislation, criminal law and jury service.

Equal Rights Amendment
State Laws

75055

The effect of Title VII and the Proposed Equal Rights Amendment on mandatory maternity leave for teachers.
Journal of Family Law Review, 12 (No. 3, 1972-73), 447-458

This comment contends that continued enforcement of mandatory maternity leave policies is a denial of women's rights under Title VII as guaranteed by the equal protection clause of the Fourteenth Amendment and a direct violation of the proposed ERA.

Equal Rights Amendment
Maternity Leave
Title VII

75056

Elimination of sexually segregated employment ads: a step toward equal employment opportunity.
University of Florida Law Review, 26 (Spring, 1974), 577-586

This comment reviews court decisions on sex-segretated help-wanted ads and suggests ways in which state legislation and Title VII can be used to prevent such discriminatory designations.

Bona Fide Occupational Qualifications
Help-Wanted Advertising
Pittsburgh Press Co. v. Pittsburgh
Commission on Human Relations

75057

The emerging bifurcated standard for classifications based on sex.
Duke Law Journal, 1975 (March, 1975), 163-187

In examining decisions on sex-based classifications under the equal protection clause, the author suggests that the courts use two levels of review: (1) the strict scutiny test for classifications which disadvantage women; (2) the raional basis test for ameliorative sex-based classifications which attempt to alleviate the effects of past discrimination. These tests are applied to employment and selective service areas where classifications are often made on the basis of sex.

Discrimination
Fourteenth Amendment
(Equal Protection Clause)
Kahn v. Shevin
Reed v. Reed

75058

Employment practices and sex discrimination: judicial extensions of beneficial female protective laws.
Cornell Law Review, 59 (November, 1973), 133-157

Do state beneficial protective laws have continued validity in light of the non-discriminatory requirements of Title VII? The author suggests selective extension as a means of retaining these laws for women while achieving sexual equality under Title VII and the proposed Equal Rights Amendment.

Burns v. Rohr Corp.
Equal Rights Amendment
Potlatch Forests Inc. v. Hays
State Protective Laws
Title VII

75059

Equal employment opportunity: the back pay remedy under Title VII.
Univeristy of Illinois Law Forum, 1974 (No. 2), 379-401

The comment examines the legislative history of Title VII to determine the purpose and scope of the back pay award, court decisions on back pay, computational difficulties in cases in which back pay has been awarded, and related cases under the NLRA to suggest a guide for the courts in developing the back pay remedy in a civil rights context.

Discrimination
NLRA
Title VII
4.3, 7.0

75060

Equality for men and women, three approaches: Frontiero, the Equal Rights Amendment, and the Montana Equal Dignities Provision.
Montana Law Review, 35 (Summer, 1974), 325-339

The note analyzes the significance of Frontiero and the proposed Equal Rights Amendment, particularly as they relate to the potential impact on the Equal Dignities Provision in the 1972 Montana Constitution.

Equal Rights Amendment
Frontiero v. Richardson
State Laws

75061

Equal Pay Act and Title VII of the Civil Rights Act of 1964-greater profitability of male sales clerks permits unequal pay for female salesclerks in clothing sales.
Wayne Law Review, 20 (July, 1974), 1155-1165

This note discusses Hodgson V. Robert Hall Clothes, Inc., in which evidence showing higher average profitability of the men's department was sufficient to justify differences in base salary regardless of individual performances of salesmen and saleswomen.

Bona Fide Occupational Qualifications
Discrimination
Equal Pay Act
Hodgson v. Robert Hall Clothes, Inc.
Title VII
4.3, 5.5, 7.3

75062

Equal Pay Act: wage differentials for time of day worked.
Houston Law Review, 12 (October, 1974), 222-231

A base wage differential to compensate for the undesirable aspects of night work would qualify as an exemption under the Equal Pay Act. In Corning Glass Works v. Brennan, the Supreme Court found that the employer failed to prove that its higher base wage rate for the night shift was merely additional compensation for night work, and not sex-based.

Corning Glass Works v. Brennan
Equal Pay Act
Hodgson v. Corning Glass Works
4.3

75063

Equal protection in transition: an analysis and a proposal.
Fordham Law Review, 41 (March, 1973), 605-638

In reviewing the 1971-72 Supreme Court equal protection decisions a new approach is discussed: (1) the shift in the burden of coming forward with the statutory purpose; (2) the shift in the burden of the reasonableness of the classification; (3) the use of impact or burden as a criterion for determining permissible degrees of unequal treatment.

Fourteenth Amendment
(Equal Protection Clause)
Judicial Attitudes
7.3

75064

Equal protection of the laws: sex is not a suspect classification.
University of Florida Law Review, 27 (Fall, 1974) 288-295

The minimum scrutiny test used by the Supreme Court in Kahn v. Shevin to uphold a tax exemption for widows is is criticized. The author advocates application of the strict scrutiny test which would reject presumptions based on sex alone, require that compensatory benefits be designed so that the benefited class coincides with the disadvantaged class, and eliminate the effects of sex-based classifications.

Fourteenth Amendment
(Equal Protection Clause)
Kahn v. Schvin
7.3

75065

Equal protection-sex discrimination-the widow's tax exemption: remedy for past discrimination.
Emory Law Journal, 24 (Winter, 1975), 169-181

In reviewing Kahn v. Shevin and earlier sex-classification decisions of the Supreme Court the author notes that legislation which benefits or protects women may be permissible. Until the disparities between the sexes no longer exist, sex-based classifications will remain legitimate for the purpose of rectifying discrimination against women.

Fourteenth Amendment
(Equal Protection Clause)
Kahn v. Shevin
Tax Laws
7.3

75066

The Equal Rights Amendment and the military.
Yale Law Journal, 82 (June, 1973), 1533-1557

This note examines some of the more significant distinctions that still exist in the military in such areas as enlistment, training, occupation specialities, promotions and discharge. The constitutionality of these differences under the proposed ERA is assessed.

Equal Rights Amendment
Women in Government
5.4

75067

Equal Rights Amendment: its meaning and its impact on Missouri law
Missouri Law Review, 39 (Fall, 1974), 553-572

The impact of the ERA on Missouri's protective labor legislation, domestic relations, criminal law, succession, and single-sex schools is examined. With few exceptions, the ERA's effect on Missouri law could be remedied through the enactment of sex-neutral laws which would serve the same purpose as their sexually discriminatory predecessors.

Equal Rights Amendment
State Laws

75068

Erickson, Nancy S.
Women and the Supreme Court: anatomy is destiny.
Brooklyn Law Review, 41 (Fall, 1974), 209-282

The parallels between race and sex discrimination and the legal challenges to sex discrimination are examined. Reed and Frontiero are considered breakthrough cases and birth control, abortion, maternity leave and pregnancy disability benefits are discussed in detail.

Abortion
Benefit Plans
Frontiero v. Richardson
Geduldig v. Aiello
La Fleur v. Cleveland Board of Education
Maternity Leave
Sex Role Stereotypes
2.0, 7.3

75069

Evaluating sex classifications: the search for standards.
Catholic University Law Review, 23 (Spring, 1974), 599-620

This article analyzes the different standards of review used in six state and lower federal court decisions that invalidated legislative sex classificatons. The author advocates that the Supreme Court invoke the doctrine of strict scrutiny in order to achieve uniformity in sex classification cases.

Judicial Attitudes
7.3

75070

Exclusion of pregnancy from coverage of disability benefits does not violate equal protection.
Houston Law Review, 12 (January, 1975), 488-495

Geduldig v. Aiello is viewed as indicative of the Supreme Court's restrictive view of what constitutes a sex-based classification, permitting a great deal of discriminatory activity under Title VII.

Benefit Plans
Geduldig v. Aiello

75071

Executive Order 11246: problems and implications of sex discrimination in employment in higher education.
Albany Law Review, 37 (No. 4, 1973), 810-828

The legal provisions of Executive Order 11246 are analyzed and the development of affirmative action programs are explained. The guidelines on sex discrimination and procedures for enforcement of compliance requirements are explained.

Affirmative Action
Executive Orders
5.2

75072

Feld, Alan L.
Deductibility of expenses for child care and household services: new section 214.
Tax Law Review, 27 (Spring, 1972), 415-447

The Revenue Act of 1971 is explained and analyzed. The author contends that the retention of the adjusted gross income limitation and the imposition of the full-time employment requirement creates a disincentive to wives being gainfully employed in precisely the cases where the tax structure may have the greatest effect on taxpayers' decisions.

Child Care
Tax Laws
6.2, 7.1

75073

Feld, Lipman G.
Equal pay for women for equal work under the Fair Labor Standards Act.
Urban Lawyer, 6 (Spring, 1974) 408-413

Equal skill, equal effort, equal responsibility, and similar working conditions are the basis for application of the equal pay standard. The administration and enforcement of the Fair Labor Standards Act are also explained.

Equal Pay Act
4.3

75074

Ferrell, Ruth M.
Equal Rights Amendment to the United States Constitution-areas of controversy.
Urban Lawyer, 6 (Fall, 1974), 853-891

This article discusses the inadequacy of present legislative and constitutional means for dealing with sex discrimination, the general principles of the ERA, and the probable impact of the Amendment in four controversial areas of law: the protective labor laws, criminal law, military law and family law.

Equal Rights Amendment
State Protective Laws

75075

Ferrell, Ruth M.
Governmental regulation of sex discrimination in employment by state and local governments: procedures and remedies.
Urban Lawyer, 5 (Spring, 1973), 307-326

Administrative remedies to combat discrimination in government employment include state and local fair employment practices statutes, state equal pay legislation, Title VII, and Executive Order 11246 as amended by 11375. Constitutional remedies are state constitutions, the Fourteenth Amendment, and the proposed Equal Rights Amendment.

Executive Orders
Fair Employment Laws
Fourteenth Amendment
OFCC
Title VII
5.4

75076

Finkelhor, Marion K.
Sex discrimination and local government.
Urban Lawyer, 5 (Spring, 1973), 327-346

The developing case law on sex discrimination as it applies to municipalities is reviewed. Public sector jobs are classified into three categories of employment: (1) jobs that have been traditionally held by women; (2) jobs held by men which allegedly require certain physical prerequisites, such as the protective services and laborers; (3) professional and quasi-professional positions, held primarily by men.

Occupational Segregation
5.4, 7.3

75077

Fryburger, L. Bruce
Maternity leave policies under Title VII
Labor Law Journal, 26 (March, 1975), 163-173

EEOC and court decisions on maternity leave policies are examined.

EEOC Decisions
Maternity Leave
7.2, 7.3

75078

Gallagher, Monica
Desegregation: the effect of the proposed Equal Rights Amendment on single-sex colleges.
St. Louis University Law Journal, 18 (Fall, 1973), 41-74

If the Equal Rights Amendment is adopted public educational institutions will be required to abandon single-sex admissions policies. Private colleges will not be mandated to sexually integrate, but if they adhere to a single-sex policy they will be ineligible for government support.

Equal Rights Amendment
Higher Education
3.0

75079

Geduldig v. Aiello: pregnancy classifications and the definition of sex-discrimination.
Columbia Law Review, 75 (March, 1975), 441-482

Calling for a re-examination of Geduldig v. Aiello, the article maintains that the decision ignores the differential impact of pregnancy and other sex-unique classifications on women and threatens the progress women have achieved in securing laws assuring their equality of opportunity.

Benefit Plans
Geduldig V. Aiello
7.3

75080

Getman, Julius G.
The emerging constitutional principle of sexual equality.
Supreme Court Review, 1972, 157-180

The Supreme Court's changing approach to sex discrimination is analyzed. The interests which the court should consider in answering questions likely to arise after passage of the Equal Rights Amendment or application of the suspect classification doctrine to sex are discussed, with a focus on the area of education.

Affirmative Action
Equal Rights Amendment
Maternity Leave
Reed v. Reed

75081

Ginsburg, Ruth B.
Gender and the Constitution.
University of Cincinnati Law Review, 44 (No. 1, 1975), 1-42

The social and legal history of sex discrimination and the changes that have occurred in the past decade are reviewed. Equal protection and the equality principle embodied in the proposed Equal Rights Amendment are discussed as the constitutional criterion applicable to gender-based distinctions. Affirmative action, childbearing and child raising are examined at length.

Children
Equal Rights Amendment
Fourteenth Amendment
(Equal Protection Clause)
Social Attitudes
7.3

75082

Ginsburg, Ruth B.
The need for the Equal Rights Amendment.
American Bar Association Journal, 59 (September, 1973),
1013-1018

It is unlikely that there will be a major overhaul of laws that differentiate on the basis of sex unless the Equal Rights Amendment is ratified. The author does not foresee a great increase in litigation if the Amendment is ratified, and she discounts the undesirable consequences predicted by the opponents of the Amendment.

Equal Rights Amendment

75083

Ginsburg, Ruth B.
Sex and unequal protection: men and women as victims.
Journal of Family Law, 11 (No. 2, 1971), 347-362

Cases on sex discrimination in employment are reviewed, and the impact of the proposed Equal Rights Amendment is discussed.

Equal Rights Amendment
7.3

75084

Gitlow, Abraham L.
Women in the American economy: today and tomorrow.
Labor Law Journal, 23 (April, 1972) 232-237

Noting that women in the labor force generally receive fewer opportinities for advancement, lower salaries, and less prefessional regard than their male counterparts, the author attibutes this inequity not to sex discrimination but to basic physiological differences between the sexes, women's high concentration in oversupplied labor areas, and certain career interruptions peculiar to women.

Labor Force Participation
Occupations
Status
4.0

75085

Golden, H. Bruce
Sex discrimination and hair-length requirements under Title VII of the Civil Rights Act of 1964 - the long and short of it.
Labor Law Journal, 25 (June, 1974), 336-351

This article traces the development of decisional law in the area of sex discrimination under Title VII and notes that reasonable employer grooming codes should be able to withstand challenges of sex discrimination under a proper construction of Title VII.

Employer Rules
Title VII
7.3

75086

Griffiths, Martha W.
Sex discrimination in income security programs.
Notre Dame Lawyer, 49 (February, 1974), 534-543

The misconceptions about women's economic role as reflected in the social security system, unemployment insurance, and welfare are examined.

Benefit Plans
4.0

75087

Hallam, Charlotte B.
Legal tools to fight sex discrimination.
Labor Law Journal, 24 (December, 1973) 803-809

This article explains the remedies available to combat sex discrimination and to enable women to improve their educational and employment opportunities.

Executive Orders
Higher Education Act of 1972
Title VII

75088

Height standards in police employment and the question of sex discrimination: the availability of two defenses for a neutral employment policy found discriminatory under Title VII.
Southern California Law Review, 47 (February, 1974), 585-640

The legality and discriminatory effects of the Los Angeles Police Department's unisex height minimum of 5'7" are examined. Because the requirement has a markedly disproportionate impact on women the author maintains it is a prima facie case of a violation of Title VII. He also argues that the height minimum cannot be justified by the Department under either the business necessity or bona fide occupation qualification defenses. Alternatives to the policy are suggested.

Bona Fide Occupational Qualifications
Employment Qualifications
Hiring Practices
Title VII
5.4, 7.1

75089

Hillman, Jordan Jay
Sex and employment under the Equal Rights Amendment.
Northwestern University Law Review, 67 (January-February 1973), 789-841

The impact of the Equal Rights Amendment on the current sex discrimination requirements in the private sector in the areas of job status of pregnant employees, general job status of married employees, fringe benefits, state protective laws, BFOQ under Title VII, and sex-separated restrooms and sleeping facilities is discussed.

Affirmative Action
Benefit Plans
Bona Fide Occupational Qualifications
Equal Rights Amendment
Maternity Leave
State Protective Laws
7.1, 7.3

75090

Hodgson v. Robert Hall Clothes, Inc.: concealed sex discrimination and the Equal Pay Act.
University of Pennsylvania Law Review, 122 (April, 1974), 1033-1044

This comment criticizes the court's decision in Robert Hall which upheld a wage differential between men and women based on the profits of the establishment on the grounds that: (1) there was no clear proof of the need for segregation of the employees by sex; (2) the employer was not required to prove that the wage differential was clearly related to a difference in economic benefits, and not attributable to any hidden sex discrimination.

Equal Pay Act
Hodgson v. Robert Hall Clothes Inc.
4.3, 5.5

75091

The impact of Geduldig v. Aiello on the EEOC Guidelines on sex discrimination.
Indiana Law Journal, 50 (Spring, 1975), 592-606

This note examines the criteria applicable to sex discrimination under the Fourteenth Amendment and Title VII, and explores the significant differences between them. It is the opinion of the author that Geduldig is a weak opinion and should not be applied to invalidate the EEOC Guidelines.

Benefit Plans
EEOC Guidelines
Fourteenth Amendment
(Equal Protection Clause)
Geduldig v. Aiello
Title VII

75092

In America, what you do is what you are: the Equal Employment Opportunity Act of 1972.
Catholic University Law Review, 22 (Winter, 1973), 455-466

This article discusses the problem of employment discrimination and examines the key provisions of the

Equal Employment Opportunity Act of 1972.

Equal Employment Opportunity Act
of 1972

75093

In pursuit of fair employment: a symposium on recent developments.
Columbia Human Rights Law Review, 5 (Fall, 1973), 261-420

The articles in this symposium survey fair employment laws with special emphasis on the 1972 amendments to Title VII, and suggest areas for future litigation and legislation to assist those who have suffered from discriminatory employment practices. The articles provide an overview of public interest advocacy techniques in the legislative sphere, a practical survey of various remedial alternatives for successful litigants, and a discussion of discrimination in government employment.

Equal Employment Opportunity Act
of 1972
Fair Employment Practices
Title VII

75094

Isaac, Ronald G.
A survey of remedies under Title VII.
Columbia Human Rights Law Review, 5 (Fall, 1973), 437-464

Title VII and Section 1981 of the Civil Rights Act of 1866 are found to be the most effective remedies available to counter discrimination in private employment. The author calls for stiffer enforcement of the statutory remedies that the courts presently have at their disposal.

Seniority Lists
Title VII
7.1

75095

Johnston, John D., Jr.
Sex discrimination and the Supreme Court-1971-1974
New York University Law Review, 49 (November, 1974), 617-692

This article examines the Supreme Court decisions on sex-based classifications and concludes that the Court's conflicting views on the constitutionality of sex discrimination are the result of its uncertainties as to what constitutes sex discrimination and how it should be analyzed in terms of due process and equal protection.

Fourteenth Amendment
Frontiero v. Richardson
Geduldig v. Aiello
Kahn v. Shevin
La Fleur v. Cleveland Board of Education
Reed v. Reed
7.3

75096

Kahn v. Shevin and the "heightened rationality test": is the Supreme Court promoting a double standard in sex discrimination cases?
Washington and Lee Law Review, 32 (Winter, 1975), 275-296

The Supreme Court decisions in Reed, Frontiero and Kahn are compared and analyzed. In all three cases the Court applied a consistent standard of review. The inconsistent results are explained by examining the theories upon which the Court differentiated the facts of Kahn from those of Reed and Frontiero.

Frontiero v. Richardson
Judicial Attitudes
Kahn v. Shevin
Reed v. Reed
Tax Laws
7.3

75097

Karabian, Walter
Equal Rights Amendment: the contribution of our generation of Americans.
Pepperdine Law Review, 1 (No. 3, 1947), 327-354

Sex-role stereotypes and sex discrimination in education and employment are discussed along with federal and California statutes and court decisions which have operated to eliminate sex discrimination. The proposed Equal Rights Amendment and its probable impact on sex discrimination is also explained.

California
Equal Rights Amendment
Sex-Role Stereotypes
7.3

75098

Kendrigan, G. M.
The lady and the roustabouts.
American Bar Association Journal, 59 (April, 1973), 399-401

The case of Danner v. Phillips Petroleum Co. is reviewed. Although the decision was favorable to the plaintiff, the author finds it disappointing in that it afforded no judicial relief to other women against whom the employer might choose to discriminate.

Danner v. Phillips Petroleum Co.
Seniority Lists

75099

Kistler, Linda H. and Carel C. McDonough
Paid maternity leave-benefits may justify the cost.
Labor Law Journal, 26 (December, 1975), 782-794

Paid maternity leave through disability insurance programs is examined for the purpose of assisting employers in assessing the costs and benefits accruing from the introduction of such a program. Maternity leave practices, current litigation, cost data, and the major arguments against paid maternity leave are examined. The authors conclude that an analysis of tangible benefits in the form of reduced labor turnover and intangible benefits from improved employee morale and company loyalty might convince employers that paid maternity leave is both cost effective and socially responsible.

Benefit Plans
Maternity Leave

75100

Klein, William A.
Tax deductions for family care expenses.
Boston College Industrial and Commercial Law Review, 14 (May, 1973), 917-941

The effect of the 1971 amendments to the income tax laws on the taxpayer's decision to work and to have children are examined along with the potential impact of the new law on the creation of new jobs in child care and domestic service. The question of the fairness of allowing child care deductions is also examined.

Child Care
Tax Laws
Working Wives
6.2

75101

Labor law-civil rights-invidious discrimination by employer does not per se violate NLRA.
New Mexico Law Review, 4 (May, 1974), 261-270

The NLRB decision in Jubilee Manufacturing Co. is found to be vague and inadequately reasoned. The author suggests that the Board determine its jurisdiction over cases of employment discrimination in light of its own areas of influence and with awareness of the overlapping jurisdictions of other agencies.

Jubilee Manufacturing Co. v. United Steelworkers
Labor Unions
NLRA
7.4

75102

Labor law-Equal Pay Act - economic benefit to employer is justification for wage differentials between male and female employees.
Mississippi Law Journal, 44 (November, 1973), 1028-1033

Hodgson v. Robert Hall Clothes, Inc. and its potentially detrimental effect on the Equal Pay Act are discussed. If the decision is broadly construed it could enable an employer to undermine the Act by justifying wage differentials with a general assertion that male employees are of more economic benefit than their female counterparts.

Equal Pay Act
Hodgson v. Robert Hall Clothes, Inc.
4.3, 5.5, 7.3

75103

Labor law-sex discrimination-employer sex discrimination and the Labor Management Relations Act. Jubilee Manufacturing Co. v. United Steelworkers.
Rutgers-Camden Law Journal, 5 (Spring, 1974), 585-603

This critical case comment is a review of the NLRB Jubilee decision which held that sex discrimination, standing alone, is not inherently destructive of the employees' Section 7 rights to organize and collectively bargain and does not discourage union membership within the meaning of Sections 8 (a) (1) and (3) of the LMRA.

Discrimination
Hiring Practices
Jubilee Manufacturing Co. v. United Steelworkers
LMRA
4.3, 7.4

75104

Labor relations-Equal Pay Act-employer violated the Equal Pay Act by paying male night inspection workers more than female day inspection workers.
Journal of Urban Law, 52 (Spring, 1975), 816-824

Corning Glass Works v. Brennan is discussed and seen as verifying that the underlying purpose of the Equal Pay Act is to provide equal pay for equal work regardless of sex.

Corning Glass Works v. Brennan
Equal Pay Act
4.3

75105

Larson, Arthur
Sex discrimination as to maternity benefits.
Duke Law Journal, 1975 (September, 1975), 805-849

This article surveys the state of the law on maternity benefits and sex discrimination in employment with special emphasis on the impact and implications of the Geduldig decision.

Benefit Plans
Geduldig v. Aiello

75106

Lewis, Barbara J.
Women and the law
Annual Survey of American Law, 1970-1971, 343-364

This article examines significant court decisions on sex discrimination that have been handed down under the equal protection clause of the Fourteenth Amendment, the Equal Pay Act and Title VII, and the impact of Executive Order 11246 on equal employment opportunity.

Equal Pay Act
Executive Orders
Fourteenth Amendment
(Equal Protection Clause)
Title VII
7.3

75107

Long, Elizabith
Due process and the pregnant worker: the new weapon in the equal rights arsenal.
Emory Law Journal, 23 (Summer, 1974), 787-810

This paper reviews the standards, scope of protection and legal remedies for pregnant workers under the equal protection clause, due process clause, and Title VII. The possible impact of the Equal Rights Amendment on these three approaches is also discussed.

Fourteenth Amendment
Maternity Leave
Title VII
7.3

75108

McKenny, Betsy B.
Frontiero v. Richardson: characterization of sex-based classifications.
Columbia Human Rights Law Review, 6 (September, 1974), 239-248

The Frontiero decision is analyzed and viewed as leaving lower courts without any guidance as to the appropriate standard to apply in future sex discrimination cases.

Frontiero v. Richardson
7.3

75109

Mandatory maternity leave for teachers-now a thing of the past?
Capital University Law Review, 3 (No. 2, 1974), 323-343

Cleveland Board of Education v. La Fleur is examined and found to be significant in redefining the basis for reviewing legislation that involves fundamental rights under the due process clause of the Fourteenth Amendment.

EEOC Guidelines
Fourteenth Amendment
La Fleur v. Cleveland Board of Education
Maternity Leave
Title VII
7.3

75110

Mandatory maternity leave policy in the school systems -a survey of cases.
Cleveland State Law Review, 22 (Winter, 1973), 172-185

Decisions on mandatory maternity leave are discussed and compared. The author suggests that a pregnant teacher might have a better chance of having a mandatory maternity leave policy struck down under Title VII, as amended in 1972, than she would under the Fourteenth Amendment.

Maternity Leave
7.3

75111

Mandatory maternity leave: Title VII and equal protection.
William and Mary Law Review, 14 (Summer, 1973), 1026-1042

This note analyzes the Title VII and equal protection challenges to mandatory maternity leaves and concludes that possible procedural and substantive limitations on the statutory scheme may necessitate a resolution of the issue on equal protection grounds. The author suggests that the issue of whether mandatory maternity leaves violate the Fourteenth Amendment is best resolved by balancing the state's need for such policies against the teacher's right to equal protection of the law. A solution based on stages of pregnancy is proposed.

Fourteenth Amendment
(Equal Protection Clause)
Maternity Leave
Title VII

75112

Men, women and the Constitution: the Equal Rights Amendment.
Columbia Journal of Law and Social Problems, 10 (Fall, 1973),
77-112

In an effort to deal with the question of whether there should be an Equal Rights Amendment to the Constitution this symposium discusses the history of sex discrimination in the U. S. and the development of the proposed amendment. Objections to the amendment are presented and disputed by the panelists who maintain that ratification of the amendment will effectively guarantee equal treatment for both sexes without producing undesirable side effects.

Equal Rights Amendment

75113

Naffziger, Fred J.
The NLRB attitude on discrimination and the judicial response.
Labor Law Journal, 26 (January, 1975), 21-32

In representation and unfair labor practice proceedings the NLRB has confined itself to those situations where it believes alleged discrimination interferes with employees' rights in Sections 7, 8 and 9 of the NLRA. The author discusses how the federal appellate courts are exerting pressure upon the Board to expand its authority in representation and unfair labor practice proceedings where civil rights violations are involved.

National Labor Relations Board
7.4

75114

Nowak, John
Realigning the standards of review under the equal protection guarantee-prohibited, neutral and permissive classifications.
Georgetown Law Review, 62 (March, 1974), 1071-1122

The test of fair and substantial relation to the legislation developed in Reed is seen as a new intermediate standard between traditional and strict scrutiny. The author's intermediate standard for equal protection is denominated as a demonstrable basis test; not merely any reasonable basis but rather one demonstrable in fact and rationally related to the purpose of the legislation.

Fourteenth Amendment
(Equal Protection Clause)

75115

Picker, Jane M.
Sex discrimination in public education and local government employment.
The Urban Lawyer, 5 (Spring, 1973), 347-358

Sex discrimination in education is discussed in terms of admissions, curriculum and discipline. Areas of discrimination in public employment include hiring practices, employer rules and regulations, and fringe benefits. Litigation on all of these issues is examined.

Benefit Plans
Educational Opportunities
3.0, 5.4

75116

Popkin, William D.
Household services and child care in the income tax and social security laws.
Indiana Law Journal, 50 (Winter, 1975), 238-257

This article argues for an income tax and social security structure that would provide neutrality between housework and wage work, even at the cost of introducing some inequities into the tax system. Such an approach would liberalize the income tax deduction for household and child care, reduce the amount of wages currently subject to social security tax, increase the wages used as the basis for computing social security benefits,and recognize a separate social security benefit for the wife independent of her husband.

Benefit Plans
Child Care
Tax Laws

75117

Preferential economic treatment for women: some constitutional and practical implications of Kahn v. Shevin.
Vanderbilt Law Review, 28 (May, 1975), 843-878

The potential impact of Kahn v. Shevin in the areas of social security benefits, domestic relations, and preferential promotion practices is evaluated and relevant cases are examined. Citing Kahn's potentially detrimental effect the author advocates a return to the requirements of Reed and Frontiero.

Discrimination
Judicial Attitudes
Kahn v. Shevin
Tax Laws
7.3

75118

Pregnancy and sex-based discrimination in employment: a post-Aiello analysis.
University of Cincinnati Law Review, 44 (No. 1, 1975), 57-80

This note analyzes the effect of Geduldig v. Aiello on the EEOC pregnancy guidelines and the author concludes that they are sustainable under present standards of judicial review and that even if the Court disagrees with specific portions of the guidelines, it could support their general premise while invalidating those requirements which appear unreasonable to the Court.

Benefit Plans
EEOC Guidelines
Geduldig v. Aiello
Maternity Leave
7.3

75119

Pregnancy disability benefits under state-administered insurance programs.
Catholic University Law Review, 24 (Winter, 1975), 263-293

The focus of this article is on the implications of Geduldig v. Aiello, in which the Supreme Court upheld the California employment disability program which did not compensate for pregnancy disabilities. Other cases involving women's rights and the issues of pregnancy as a sex-based classification and sex as a suspect class are examined.

Benefit Plans
Geduldig v. Aiello
Maternity Leave
Title VII
7.3

75120

A problem for the school systems: are mandatory maternity leave rights enforceable?
Southwestern Law Journal, 27 (August, 1973), 542-553

This note advocates a Supreme Court review of maternity leave regulations under the strict scrutiny standard and a declaration of sex as a suspect classification.

Maternity Leave

75121

Ragsdale, Jill B.
Defenses to sex discrimination suits.
Urban Lawyer, 5 (Spring, 1973), 359-375

Defenses under Title VII and the Fourteenth Amendment are examined. The author concludes that under Title VII the EEOC and courts have limited permissable defenses rigorously and that the rational basis test for sexual differentiation has become increasingly difficult to sustain.

Fourteenth Amendment
Title VII

75122

Rawalt, Marguerite
The "equal rights for men and women amendment" is needed.
Women Lawyers Journal, 59 (Winter, 1973), 4-10

Court decisions are reviewed in support of the author's contention that the Equal Rights Amendment is necessary to insure equality of rights for both sexes and to bring women within the ambit of the Constitution.

Equal Rights Amendment

75123

Recent developments in the area of sex-based discrimination--the Courts, the Congress and the Constitution.
New York Law Forum, 20 (Fall, 1974), 359-380

Through a survey of recent cases, this law note examines three ways in which sex-based discrimination has been challenged--denial of equal protection, procedural due process analysis, and actions challenging discrimination in employment brought under Title VII.

Aiello v. Hansen
Bona Fide Occupational Qualification
Fourteenth Amendment
(Equal Protection Clause)
Frontiero v. Richardson
Reed v. Reed
Title VII

75124

Regulatory agencies and equal employment opportunity--implications of the AT&T settlement.
Connecticut Law Review, 6 (Fall, 1973), 86-124

This article examines the process by which AT & T and EEOC reached a settlement providing for equal employment opportunities, emphasizing the active role assumed by the FCC. The authors suggest that, like the FCC, other regulatory agencies have available to them incentives and sanctions which, if implemented,would expedite fair employment by an important group of industries and be a significant addition to the government's civil rights efforts.

EEOC
Equal Pay
Executive Orders
Fair Employment Practices
OFCC
7.0

75125

Reid, Inez Smith
Equal protection or equal denial? Is it time for racial minorities, the poor, women, and other oppressed people to regroup?
Hofstra Law Review, 3 (Winter, 1975), 1-36

This article suggests that women, racial minorities, the poor and other oppressed peoples consider alternative litigation strategies to the narrow limits of suspect classification. These are either a fundamental personal rights and interests approach to equal protection questions, or one which combines the suspect classification-fundamental personal rights and interests doctrines in accordance with the sliding scale model. Under the last approach, cases involving wealth classifications and interests like employment and education would be subject to the strictest judicial scrutiny and cases involving sex and marriage would receive the least degree of scrutiny.

Discrimination
Fourteenth Amendment
(Equal Protection Clause)
7.3

75126

Remedies for labor union sex discrimination.
Georgetown Law Review, 63 (March, 1975), 939-954

The NLRB and a federal court have ruled that sexual segregation of union locals is unlawful. This note finds that Title VII provides more innovative and comprehensive relief for victims of union sex discrimination than the remedies available under the NLRA.

National Labor Relations Board
Title VII
4.4, 7.1

75127

Ross, Albert H. and Frank v. McDermott Jr.
Equal Pay Act of 1963: a decade of enforcement.
Boston College Industrial and Commercial Law Review, 16 (November, 1974), 1-73

The article discusses the legislative history and statutory provisions of the Equal Pay Act, its relationship to Title VII, litigation under the Act, the interpretation of equal skill, effort and responsibility and of similar working conditions, and the Act's exemptions to the standard of equal pay for equal work.

Corning Glass Works v. Brennan
Equal Pay Act
Schultz v. Wheaton Glass Co.
4.3, 7.1, 7.3

75128

Sandler, Bernice
Sex discrimination, educational institutions, and the law: a new issue on campus.
Journal of Law and Education, 2 (October, 1973), 613-635

Legislation, executive orders and court decisions dealing with sex discrimination in education are examined with an emphasis on their application and impact in higher education. A chart of federal laws and regulations is included.

Executive Orders
Federal Laws
Higher Education
5.2

75129

Schrader, Thomas C.
Title VII: an overview of some common employer pitfalls.
Cleveland State Law Review, 23 (Spring, 1974), 245-261

This article reviews the federal equal employment laws, considers the consequences of discriminatory practices for the employer, and discusses pitfalls in the areas of applicatons, testing and screening, advertising, pregnancy leaves, and garnishments.

EEOC
Hiring Practices
Maternity Leave
Title VII

75130

Sex classifications in the social security benefit structure.
Indiana Law Journal, 49 (Fall, 1973), 181-200

The current social security benefit for male and female workers and their dependents are discussed and the questionable constitutionality of social security's sex classification are examined in light of the Reed and Frontiero decisions, Title VII, and the proposed Equal Rights Amendment. Beyond eliminating the sex classifications, the author calls for the expansion of social security coverage to homemakers as workers.

Benefit Plans
Retirement Plans
7.1

75131

Sex discrimination: ad hoc review in the highest court.
Louisiana Law Review, 35 (Spring, 1975), 703-710

The Supreme Court's decision in Kahn, Geduldig and Schlesinger are seen as perpetuating, and possibly increasing, the divergence in lower court treatment of sex-based classifications. The one message of the cases is that sex, for the present, is not a suspect classification.

Fourteenth Amendment
(Equal Protection Clause)
Geduldig v. Aiello
Kahn v. Shevin
Schlesinger v. Ballard
7.3

75132
Sex discrimination and equal protection: an analysis of constitutional approaches to achieve equal rights for women.
Albany Law Review, 38 (No. 1, 1973), 66-83

This note considers ways in which sex-based classifications have been treated by the courts and traces developments in the law relating to sex discrimination. The Reed and Frontiero decisions are analyzed and the equal protection clause and Equal Rights Amendment are discussed as the main constitutional approaches for achieving equal rights for women.

Equal Rights Amendment
Fourteenth Amendment
(Equal Protection Clause)
Frontiero v. Richardson
Reed v. Reed

75133
Sex discrimination and sex-based mortality tables.
Boston University Law Review, 53 (May, 1973), 624-656

Sex-based mortality tables result in either a contribution or benefit differential. The applicability of the Equal Pay Act and Title VII to the use of dual mortality tables by employees is discussed. Only Title VII is found to apply to employee benefit plans mandating equal benefits for similarly situated male and female employees.

Benefit Plans
Equal Pay Act
Title VII

75134

Sex discrimination in employment: what has Title VII accomplished for the female?
University of Richmond Law Review, 9 (Fall, 1974), 149-158

Sex discrimination in employment is examined with particular focus on Title VII and its effect upon the pregnant employee. Title VII's impact is increasing in this area due to a greater social awareness by the courts and some state legislatures and is seen as remaining the most effective means to attack sex discrimination in employment, regardless of the ratification of the Equal Rights Amendment.

Title VII

75135

Sex discrimination in help-wanted advertising.
Santa Clara Lawyer, 15 (Fall, 1974), 183-209

Application of Title VII and EEOC guidelines to discriminatory employment advertising is examined. Litigation that has been brought to control this type of discrimination is analyzed including cases based on state fair employment practices laws.

Bona Fide Occupational Qualification
EEOC Guidelines
Employment Opportunities
Fair Employment Practices

75136

Sex discrimination in hiring practices of private employers: recent legal developments.
Tulane Law Review, 48 (December, 1973), 125-148

This comment examines three legal approaches to the eradication of sex-based discrimination in the hiring practices of private employers: (1) the development of case law under the equal protection clause of the Fourteenth Amendment; (2) the impact of Title VII and its administrative and judicial interpretations; (3) the potential effects of the proposed Equal Rights Amendment.

Bona Fide Occupational Qualification Exemption
Equal Rights Amendment
Fourteenth Amendment
(Equal Protection Clause)
Hiring Practices
State Protective Laws
Title VII

75137

Sex discrimination in the 1970's: the Supreme Court decisions.
Texas Tech Law Review, 6 (Fall, 1974), 149-167

The Supreme Court decisions on sex discrimination are discussed, and for each of the cases a hypothetical substitution of race discrimination is examined to determine if the decision would have been the same. The purpose of this comparison is to illustrate that sex should be declared a suspect criterion because the factors common to race--a suspect criterion--also apply to sex.

Frontiero v. Richardson
Geduldig v. Aiello
Kahn v. Shevin
Reed v. Reed
7.3

75138

Sex discrimination--sex found a permissible classification for special tax treatment.
University of Kansas Law Review, 23 (Spring, 1975), 534-544

Kahn v. Shevin is discussed and compared with prior Supreme Court sex-classification decisions.

Fourteenth Amendment
(Equal Protection Clause)
Kahn v. Shevin
7.3

75139

Sex discrimination-state disability insurance program-pregnancy-related disabilities-equal protection-exclusion of pregnancy and childbirth disabilities from state disability insurance program does not violate the equal protection clause.
Hofstra Law Review, 3 (Winter, 1975), 141-154

This note examines Geduldig v. Aiello, in which the Supreme Court found that special treatment of pregnant women is not sex-based discrimination and considers whether such assumptions should be considered a definitive holding for purposes of Title VII litigation.

Benefit Plans
Fourteenth Amendment
(Equal Protection Clause)
Geduldig v. Aiello
Title VII

75140

Sex discrimination under the Equal Pay Act: Hodgson v. Corning Glass Works.
St. John's Law Review, 48 (December, 1973), 215-223

Hodgson v. Corning Glass Works is discussed in detail. The author believes the courts should extend liability to unions, since pay scales found in violation of the Equal Pay Act may often be the product of collective bargaining.

Discrimination
Equal Pay Act
Hodgson v. Corning Glass Works
4.3, 7.3

75141

Shaffer, Butler D. and J. Brad Chapman
Hiring quotas--will they work?
Labor Law Journal, 26 (March, 1975), 152-162

This article focuses on hiring quotas as related to sex discrimination and concludes that the quota system threatens a shift from a system of individual rights to one based upon group privilege.

Hiring Practices
4.5

75142

Shaffer, Butler D.
Some economic considerarions in sex discrimination cases.
Labor Law Journal, 26 (May, 1975), 290-300

This article examines the right of employers under either the Equal Pay Act or Title VII to engage in hiring practices which favor one sex over the other where the motive is not discrimination but legitimate business purposes. The author believes the courts and administrative agencies should give broader consideration to customer preference and economic consequences in cases dealing with discriminatory hiring practices.

Bona Fide Occupational Qualification Exemption
Equal Pay Act
Hiring Practices
Title VII

75143
Shapiro, Allan M. and Janet L. Weaver
Sex discrimination.
1972/73 Annual Survey of American Law, (Fall, 1972), 73-101

The judicial extension of equal protection and due process scrutiny to cases involving sex-based classifications is examined along with the strengthening of the EEOC guidelines on employment discrimination by the executive branch. There is also a section on abortion laws.

Abortion
Reed v. Reed

75144
Shelton, Dinah L. and Dorthy Berndt
Sex discrimination in vocational education: Title IX and other remedies.
California Law Review, 62 (July-September, 1974), 1121-1168

The present structure of vocational education is examined along with discrimination in admissions, recruitment, testing, counseling and placement. The role of Title IX in ending discrimination is discussed as are the alternative remedies of Titles IV and VII of the 1964 Civil Rights Act, the Public Health Services Act, and state statutory and constitutional provisions.

Discrimination
Educational Opportunities
Higher Education Act of 1972
3.0, 6.1

75145

Stacey, Donald R.
Title VII seniority remedies in a time of economic downturn.
Vanderbilt Law Review, 28 (April, 1975), 487-500

The case of U. S. Papermakers Local 189 is discussed, in which the Fifth Circuit Court held that workers in the black progression line be allowed to carry over their seniority upon transfer to the previously all-white progression line and use it in bidding on future vacancies in that line. A review of recent problems that have tested the Local 189 remedy is included with special attention to layoffs.

Seniority Lists
Title VII
U. S. v. Papermakers Local 189

75146

The Supreme Court 1974 term and sex-based classifications: avoiding a standard of review.
Saint Louis University Law Review, 19 (Spring, 1975), 375-394

The Supreme Court's standards of review in sex discrimination cases are examined and its 1974 decisions in Kahn, La Fleur, and Geduldig are discussed and compared with earlier decisions. The significance of the 1974 decisions is that none of them answered the question of which consistent standard of review applies to sex-based classifications.

Geduldig v. Aiello
Kahn v. Shevin
La Fleur v. Cleveland Board of Education
7.3

75147

Teaching woman her place: the role of public education in the development of sex roles.
Hastings Law Journal, 24 (May, 1974), 1191-1225

Cases concerning sexual stereotyping in public schools are outlined. Most of them have alleged violation of the equal protection clause. A new due process argument is introduced for consideration in future suits along with other legal remedies to combat the problem.

Fourteenth Amendment
(Equal Protection Clause)
Sex-Role Stereotypes
Social Attitudes
3.0

75148

Title IX of the 1972 education amendments: preventing sex discrimination in public schools.
Texas Law Review, 53 (December, 1974), 103-126

The coverage of and available remedies under Title IX and the proposed HEW regulations for enforcement of the Act are examined.

Higher Education Act of 1972
3.0, 7.1

75149

Title VII and employment discrimination in upper level jobs.
Columbia Law Review, 73 (December, 1973), 1614-1640

This note describes a framework within which an employer's hiring and promotion policies for management and professional level positions can be assessed in terms of the legal prohibitions of employment discrimination. Such a framework is comprised of three elements: (1) statistical comparisons; (2) the content and application of criteria for hiring and promotion; (3) employer justification of discriminatory practices because of job-relatedness or business necessity.

Discrimination
Hiring Practices
Title VII
5.1, 5.3

75150

Title VII and NLRA: protection of extra-union opposition to employment discrimination.
Michigan Law Review, 72 (December, 1973), 313-331

This note discusses the question: when both Title VII and contract grievance procedures are available, can an individual employee or a group of employees take direct action against an allegedly discriminatory employer independently of the union and in lieu of the Title VII procedures? Although racial discrimination is emphasized, the issues raised are relevant to sex discrimination.

Discrimination
Labor Unions
NLRA
Title VII
4.4, 7.1

75151

Title VII and the pregnant employee.
Notre Dame Lawyer, 49 (February, 1974), 568-578

This note examines the meaning of bona fide occupational qualification as applied to pregnant employees and discusses the interpretation given to this qualification by the courts and administrative agencies. It also discusses protection against employment discrimination afforded by Title VII and the Fourteenth Amendment.

Bona Fide Occupational Qualification
Fourteenth Amendment
Maternity Leave
Title VII

75152

Title VII: sex discrimination and the BFOQ
Louisiana Law Review, 34 (September, 1974), 590-596

This article examines court decisions on BFOQ and concludes that while the provision should be narrowly construed, customer preference may justify sex discrimination in employment. This interpretation would balance the right of the employee to equal employment opportunity and that of the employer to make decisions that he believes will be most beneficial to his business.

Bona Fide Occupational Qualification Exemption
Diaz v. Pan Am
Public Preference
Weeks v. Southern Bell Telephone & Telegraph Co.
Willingham v. Macon Telegraph Publishing Co.

75153

Toward Sexual equality?: an analysis of Frontiero v. Richardson.
Iowa Law Review, 59 (December, 1973), 377-388

Frontiero v. Richardson does not provide specific guidelines for striking down sex classifications, but the fact that four justices found sex to be a suspect classification will prompt lower courts to look more closely at such classifications.

Frontiero v. Richardson
Judicial Attitudes
7.3

75154

Trainor, Patricia
Women's rights.
Annual Survey of American Law, 1973-74, (Spring, 197[illegible]),
459-484

This article discusses cases on sex discrimination in employment including the hiring practices of the military and police services. It also examines the treatment by the Supreme Court and EEOC of employer maternity leave provisions.

Hiring Practices
Maternity Leave
7.3

75155

Tribe, Laurence H.
Sex discrimination by the Federal government in payment of fringe benefits to armed services personnel.
Harvard Law Review, 87 (November, 1973), 116-125

The Supreme Court's decision in Frontiero v. Richardson is discussed. The author finds the most significant aspect of the case to be that the court did not assemble a majority willing to find sex a suspect classification.

Benefit Plans
Frontiero v. Richardson

75156

Walsh, Ethel Bent
Sex discrimination and the impact of Title VII.
Labor Law Journal, 25 (March, 1974), 150-154

The author, a member of the EEOC, discusses developments in the application and interpretation of Title VII particularly as they relate to sex discrimination.

EEOC Decisions
Title VII
7.2

75157

Weinberger v. Wiesenfeld: equal protection and sex classifications in government benefit programs.
New Mexico Law Review, 5 (May, 1975), 335-344

The Supreme Court's decision in Weinberger v. Wiesenfeld has positive implications for the developing application of equal protection criteria to sex discrimination. It establishes that the Burger Court, despite its refusal to declare sex a suspect classification, will apply a high level of scrutiny in sex discrimination cases. It also confirms the Court's trend to invalidate sex-based classifications in government benefit programs.

Benefit Plans
Fourteenth Amendment
(Equal Protection Clause)
Weinberger v. Wiesenfeld

75158

Wells, Gwendolyn M.
Sex discrimination and Title VII
UMKC Law Review, 43 (Spring, 1975), 273-295

This comprehensive, lucid article includes: the history of the inclusion of sex discrimination within the prohibitions of Title VII; procedural requirements under the Act; the substantive issues of what constitutes a BFOQ; facially neutral policies having a discriminatory effect; sex-based state employment legislation; employers' pregnancy leave policies; and the particular problems of women in professional, managerial and supervisory positions.

Benefit Plans
Bona Fide Occupational Qualification
Title VII
7.3

75159

Weyand, Ruth
Baring the cost of bearing.
Trial, 11 (May-June, 1975), 86-89

Court decisions on maternity leave and benefits for pregnancy-related disabilities are reviewed. The author does not believe the Supreme Court decision in Geduldig v. Aiello will result in the courts withholding their original endorsement of the EEOC's guidelines on pregnancy.

Maternity Leave
Title VII

75160

Whittier, Ann M. and Gary L. Whittier
Employment discrimination: alternative remedies to Title VII.
UMKC Law Review, 43 (Spring, 1975), 296-333

The Equal Pay Act, the Civil Rights Act of 1871, Executive Order 11246, and the Missouri Fair Employment Practices Act are discussed as supplements or alternatives to Title VII litigation. The advantages, limitations and procedural requirements of the four remedies are clearly explained.

Equal Pay Act
Executive Orders
Fair Employment Laws
State Laws
Title VII
7.1, 7.3

75161

Wood, Norman
Equal employment opportunity and seniority: rights in conflict.
Labor Law Journal, 26 (June, 1975), 345-349

In the event of challenges to lay-off provisions of seniority clauses,the author suggests work-sharing provisions so that if production cutbacks occur, all employees could continue to work at a reduced schedule.

Seniority Lists

75162

Zeitlin, June and Nancy Lee
Women and the law.
Annual Survey of American Law, 1971-1972, 189-213

Court decisions on sex-based classifications and the right to have an abortion are discussed.

Abortion
Fourteenth Amendment
(Equal Protection Clause)
7.3

7.6 Books, Pamphlets and Miscellaneous Publications

76001

Alexander, Shana
A state by state guide to women's legal rights.
Los Angeles, Wollstonecraft, 1975. 224 pp.

Designed to make women aware of their legal rights, this book contains explanations of state laws on marriage, children, adoption, abortion, divorce, rape, widowhood, work, and crime. Each chapter starts with an introduction explaining how the law has evolved. There is a final chapter on recent Supreme Court decisions, the Equal Rights Amendment, and society's attitude toward women today.

State Laws
Women and the Law
Women's Rights
7.0

76002

Babcock, Barbara and others
Sex discrimination and the law: causes and remedies.
Boston, Little, Brown and Co., 1975. 1092 pp.

A legal casebook on sex discrimination and the law, this book covers constitutional law, family law, criminal law, employment discrimination, media, education, abortion and public accommodations.

Discrimination
7.0

76003

Bureau of National Affairs
Equal Employment Opportunity Act of 1972.
Washington, D. C. Bureau of National Affairs, 1973. 423 pp.

The 1972 Amendments to Title VII of the Civil Rights Act are examined in detail. A history of the Act is included, along with who it covers, what discrimination is forbidden, how the law is administered and enforced, and state laws on discrimination. The appendices contain the text of Title VII, as amended, and exerpts from its legislative history. The book is very readable and is essential for information on Federal and state fair employment practices legislation.

EEOC
Equal Employment Opportunity Act of 1972
State Fair Employment Laws
Title VII
7.0

76004

Bureau of National Affairs.
Laying off employees pursuant to a seniority system.
Washington, D. C., Bureau of National Affairs, 1975. 13 pp.

High unemployment has created a problem in reconciling the affirmative action goals for employment of minority groups and women with the traditional ways of handling cutbacks in employment. This article reviews court decisions on the subject and discusses the unanswered questions still to be resolved by the courts.

Seniority Lists
7.3

76005

Connolly, Walter B.
A practical guide to equal employment opportunity law, principles, and practices.
New York, Law Journal Seminars-Press, 1975. 2 vols.

The first volume of this sourcebook explains the legal remedies dealing with equal employment opportunity, defines acceptable hiring and post-employment practices, examines the protected classes, and describes the procedural framework and problems of litigation that are likely to occur under EEO laws and regulations. Volume II includes samples of affirmative action plans and consent decrees and texts of applicable laws, regulations and guidelines. It is well-documented with foot notes and cases.

Affirmative Action
Discrimination
EEOC
Executive Orders
Federal Laws
Hiring Practices
Title VII
7.0, 7.1, 7.3

76006
Davidson, Kenneth M., and others
Sex-based discrimination: text, cases and materials.
St. Paul, Minnesota, West Publishing Co., 1974. 1031 pp.

This casebook includes chapters on constitutional aspects, family life, employment, educational opportunity, criminal law, and the status of women in other countries. The chapter on employment includes a detailed nonlegal analysis of the employment position of women along with employment discrimination remedies under the Equal Pay Act and Title VII. A good basic source for legal material on sex discrimination.

Benefit Plans
Educational Opportunities
Employment
Federal Laws
Labor Force Participations
4.0, 4.2, 7.0, 7.1, 7.3

76007
DeCrow, Karen
Sexist justice.
New York, Random House, 1974. 329 pp.

A feminist discussion of the legal status of women, this book includes cases and material on the Fourteenth Amendment, federal legislation, estate law, family law, criminal law, education, and the Equal Rights Amendment. There are also chapters on unions and women, sexism in the job market, and credit discrimination. It includes numerous examples of sex discrimination, but very little analysis.

Discrimination
Equal Rights Amendment
Federal Laws
Fourteenth Amendment

Labor Unions
Women and the Law
1.0, 4.0, 7.0, 7.1, 7.3

76008

Hawkins, Beverly J.
Women, work and the law--a legislative review.
Santa Monica, Ca., Rand Corporation, 1974. 36 pp.

An examination of federal and state legislation focusing on what constitutes illegal and legal treatment of employed women, this study reveals that many of the legal prohibitions against sex discrimination remain unimplemented.

State Laws
7.1

76009

Idelson, Evelyn M.
Affirmative action and equal employment. A guidebook for employers and appendices. Volumes I and II.
Washington, D. C., Equal Employment Opportunity Commission, 1974. 202pp.

Designed to help the employer develop and implement fair employment patterns, this guide presents the legal basis for affirmative action, including federal legislation and definitions of discrimination. Appendices include sample documents, data sources, recruitment resources, guidelines and regulations, and EEOC publications.

Affirmative Action
EEOC Guidelines
Federal Laws
4.0

76010

Information Science Incorporated. Humanic Designs Division.
How to eliminate discriminatory practices: a guide to EEO compliance.
New York, AMACOM, a division of the American Management Association, 1975. 80 pp.

This manual is intended to help employers locate and eliminate systematic discrimination. Part I cites cases bearing upon the definition of systematic discrimination, describes how it enters the personnel system, reports typical results of a self audit, and indicates how an employer can develop remedial programs. Part II presents the methodology for self-audit in great detail. A glossary of terms in the vocabulary of EEO compliance is also included.

Affirmative Action
Discrimination
EEOC
Fair Employment Practices
Federal Laws
Personnel Management
7.0

76011

Kanowitz, Leo
Sex roles in law and society: cases and materials.
Albuquerque, University of New Mexico Press, 1973. 706 pp.

Well-organized and comprehensive in scope, this book includes chapters on the following subjects: the traditional legal view of women; marriage; employment; the constitution; public accommodations; education; pornography; the media; sex preferences and appearance; the military; and poverty. The lengthy chapter on employment discusses Title VII, the role of the EEOC in developing sex discrimination principles, court decisions, advertising, the Equal Pay Act, remedies under the NLRA, and child care facilities.

Employment
Federal Laws
Marital Status
Sex Roles
Status
Title VII
1.0, 4.0, 7.0, 7.1, 7.3

76012

Machinery and Allied Products Institute
The ban on sex discrimination in employment: new trends and developments.
Washington, D. C., Machinery and Allied Products Institute, 1974. 24pp.

Without attempting to be exhaustive, this paper discusses four aspects of sex discrimination in employment: (1) the Supreme Court decision in the Corning Glass Works case interpreting the Equal Pay Act; (2) the "big dollar" settlements, using the AT & T agreements and the steel industry plans as examples; (3) the unique sex discrimination cases on pension plans and pregnancy as a disability; (4) a look ahead at the possible ramifications of a Supreme Court decision in a DeFunis-type case and the ratification of the Equal Rights Amendment. It is a readable, accurate treatment of these complex subjects.

Corning Glass Works v. Brennon
Discrimination
7.0, 7.3

76013

Murphy, Irene
Public policy on the status of women: agenda and strategy for the 70's.
Lexington, Massachusetts, D. C. Heath and Co., 1973. 129 pp.

This book is concerned with the formulation of a national policy on equality for women. Response of the Nixon Administration and Congress toward legal and economic sex discrimination, attitudes of working women toward equal rights groups, the goals for an optimal national policy on the status of women, and strategies and tactics to achieve these goals are discussed.

EEOC
Equal Rights Amendment
Federal Laws
Feminism
Politics
7.0

76014

Pemberton, John de J., Jr.
Equal employment opportunity--responsibilities,rights, remedies.
New York, Practicing Law Institute, 1975. 515 pp.

This comprehensive volume includes chapters on the legal tools to combat employment discrimination, how to define discrimination, trends in employment discrimination, the procedures for filing charges with EEOC and litigating cases of employment discrimination, and remedies granted in the cases.

Discrimination
Executive Orders
Federal Laws
7.0

76015

Ross, Susan C.
The rights of women.
New York, Avon Books, 1973. 384 pp.

In question and answer format, this guide presents the legal rights of women under the Constitution and in the areas of employment discrimination, education, mass media, crime and juvenile delinquency, divorce, name changes, and control over their body. The appendices include charts on state laws forbidding discrimination in employment, public accommodations, housing, financing for housing, and education, and sources of legal help and women's organizations.

Constitutional Law
Discrimination
Federal Laws
State Laws
Title VII
Women and the Law
7.1

76016

Shaeffer, Ruth G.
Nondiscrimination in employment: changing perspectives 1963-1972.
New York, The Conference Board, 1974. 100 pp.

Federal nondiscrimination regulations applying to business are discussed, along with relevant court and EEOC decisions that have been handed down under the regulations. The appendices include texts of laws and regulations and exerpts from Federal court decisions in the areas of hiring, apprentice programs, promotion, compensation, leaves of absence and termination.

EEOC Guidelines
Federal Laws
7.0, 7.3

76017

Stone, Morris and Earl R. Baderschneider, eds.
Arbitration of discrimination grievances: a case book.
New York, American Arbitration Association, 1974. 335 pp.

This book includes thirty-six arbitration cases dealing with discrimination in employment based on race, sex or religion.

It is arranged into the following broad subject areas: seniority, the law, and affirmative action; protective rules and sex stereotypes; bona fide occupational qualifications and personnel practices in the integrated work force. A valuable sourcebook.

Affirmative Action
Bona Fide Occupational Qualification
Discrimination
Seniority Lists
Sex-Role Stereotypes
State Protective Laws

76018
U. S. Commission on Civil Rights
A guide to federal laws prohibiting sex discrimination.
Washington, D. C., U. S. Government Printing Office, 1974. 119 pp.

This booklet is intended to inform women of their rights under the law, to explain the provisions of anti-sex discrimination measures, and to describe the complaint procedures established under each law and regulation.

7.1

76019
U. S. Department of Labor. Women's Bureau.
A guide to sources of data on women and women workers for the United States and for regions, states and local areas.
Washington, D. C., U. S. Government Printing Office, 1972. 15 pp.

Source materials relating to women and women workers are grouped into five topics: population; education; civilian labor force, employment and unemployment; occupation and industry; and labor force reserve. The areas for which data are available are designated.

4.1

76020
U. S. Office for Civil Rights
Availability data: minorities and women.
Washington, D. C., U. S. Department of Health, Education and Welfare, 1973. 78 pp.

Sources and types of data concerning minority groups and women are listed in an effort to assist employers and institutions of higher education. Excerpts and statistics from various sources are included.

8.0 Bibliography

80001

Astin, Helen S. and others
Sex roles: a research bibliography.
Washington, D. C., U. S. Department of Health, Education & Welfare, 1975. 362 pp.

This selective bibliography on the state of the art of research on sex roles is organized into the following subjects: (1) sex differences; (2) the development of sex differences and sex roles; (3) specialized sex roles in institutional settings; (4) cross-cultural overviews of the status of the sexes; (5) reviews and theoretical expositions. It is international in scope and covers the period from 1960 to 1972. The entries are well annotated and there is a section on sex roles in the world of work. Subject and author indexes.

Career Aspirations
Career Barriers
Children
Family Characteristics
International Studies
Marital Status
Occupational Segregation
Psychological Factors
Role Conflict
Sex Roles
Socialization
Working Wives
1.0, 3.0, 4.0, 4.5, 5.1, 6.2

80002

Ellis, Dicki Lou and others
Women's work and women's studies, 1972.
Pittsburgh, Penn., Know, Inc., 1972. 251 pp.

This annual interdisciplinary bibliography includes scholarly research, published and in progress, and lists women's activist groups, organizations, and projects. Items are arranged under the following categories: (1) bodies; (2) sex role socialization; (3) status of women and consequences of sex role socialization; (4) changing the status quo; (5) history; (6) literature and the arts; (7) media. It includes some annotations, an appendix of bibliographical sources, and an author index.

1.0

80003

Hallowell, Ila M.
Employment discrimination against women: a selected annotated bibliography.
Albany, New York, State Library, Legislative Reference Library, 1972. 41 pp.

This bibliography includes 190 citations in the areas of legal rights, dual careers, changing status of women workers, and the job market for new graduates. It includes periodical articles and some government publications and monographs.

Discrimination

80004

Kohen, Andrew I.
Women and the economy: a bibliography and a review of the literature on sex differentiation in the labor market.
Columbus, Ohio State University, Center for Human Resource Research, 1975. 88 pp.

The bibliography section of this paper is intended to be comprehensive on research relevant to women's economic roles, but research on sex discrimination in education and on sex differences in vocational choice are specifically excluded, as are items of a purely descriptive nature. There are 500 entries arranged in 27 categories. The review of the literature is limited to economists' research on sex differences in earnings and occupational assignments.

Labor Force Participation
Occupational Segregation
4.3, 5.0, 5.1, 5.2

80005

Krauss, W. R.
Political implications of gender roles: a review of the literature.
American Political Science Review, 68 (December, 1974), 1706-1723

This bibliographic essay examines contemporary literature on gender roles and feminine behavior including the major concepts, empirical findings, and social thought which have implications for political behavior and research. There are sections on women in contemporary society, the history of gender roles and of women's political movements in the 19th and 20th centuries, and the origins of gender relationships. It is a good source for references on the status of women.

History of Feminism
Political Science
Sex Roles
Status
1.0

80006

Pinto, Patrick R. and Jeanne O. Buchmeir
Problems and issues in the employment of minority, disadvantaged and female groups: an annotated bibliography.
Minneapolis, University of Minnesota, Industrial Relations Center, 1973. 62 pp.

Covering the period from July 1965 through the summer of 1972, this bibliography includes reference sources, legal materials, and entries on attitudes, staffing, training, compensation, wage differentials, unions and labor relations. No indexes.

Employment
Hiring Practices

80007

Preliminary selected checklist on legal aspects of sex and sex-based discrimination.
Record of the Association of the Bar of the City of New York, 26 (November, 1971), 711-742

The topics covered in this bibliography include the Equal Rights Amendment, employment, equal pay for equal work, federal and state legislation, women in the professions, and sex discrimination in education. It is not annotated, and the arrangement makes it difficult to use.

Discrimination
1.0, 5.0

80008

Roysdon, Christy
Women in engineering: a bibliography on their progress and prospects.
Exchange Bibliography No. 878
Monticello, Illinois, Council of Planning Librarians, September, 1975.
22 pp.

This bibliography includes sections on the status of women engineers, recruitment, education and training, job performance and job satisfaction. Major conferences, books, government publications and biographical articles on successful women in the field are also listed. An appendix provides the names, addresses and publications of relevant engineering and women's organizations. Not annotated.

Women in Science
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